DOCUMENT RESUME

ED 153 575 HE 009 898

AUTHOR Garfin, Molly, Ed.
TITLE Collective Bargaining in Higher Education. Bibliography No. 6.
INSTITUTION City Univ. of New York, N.Y. Bernard Baruch Coll. National Center for the Study of Collective Bargaining in Higher Education.
PUB DATE Apr 78
NOTE 124p.
AVAILABLE FROM National Center for the Study of Collective Bargaining in Higher Education, Baruch College, Box 322, 17 Lexington Avenue, New York, N.Y. 10010 ($10.00)

EDRS PRICE MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS Administrative Personnel; Bibliographies; *Collective Bargaining; *College Faculty; Higher Education; *Information Sources; *Personnel Policy; Private Colleges; State Colleges; State Universities

ABSTRACT

The sixth annual bibliography is a selective survey of the literature relating to faculty and nonfaculty collective bargaining in public or private colleges and universities. Primarily a source of current references for the year 1977, it also includes pre-1977 references of particular interest at this time that are not included in previous bibliographies. The materials covered include books, periodical articles, research reports, unpublished reports, speeches, and noteworthy judicial and administrative agency decisions. A list of useful organization addresses and a list of prepared bibliographies are included. (MSE)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED153575

Collective Bargaining in Higher Education

- FACULTY
- NON-FACULTY

Bibliography No. 6

with Author, Subject and Title Indexes

Compiled by Molly Garfin

April 1978

"PERMISSION TO REPRODUCE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

NCSCB, Baruch College, CUNY

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC) AND USERS OF THE ERIC SYSTEM."

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

THE NATIONAL CENTER FOR
THE STUDY OF COLLECTIVE BARGAINING
IN HIGHER EDUCATION
Baruch College-CUNY

HE 009 898

COLLECTIVE BARGAINING IN HIGHER EDUCATION

BIBLIOGRAPHY NO. 6 APRIL, 1978

Compiled by

Molly Garfin

The National Center for the Study of
Collective Bargaining in Higher Education
. Baruch College . CUNY

New York, N. Y.

Copyright © 1978 in U. S. A.
by The National Center for the
Study of Collective Bargaining
in Higher Education - Baruch
College - City University of
New York

All Rights Reserved

Price $10.00

INTRODUCTION

The National Center is an impartial, nonprofit organization founded to perform and stimulate research and collect and disseminate information on collective bargaining in colleges and universities, and the related processes of grievance administration and arbitration, so that participants in this growing field may better perform their functions. Membership is drawn from institutions and individuals from all regions of the U.S.A. and Canada. Financing is primarily from membership fees, foundation grants, and income from various Center activities and services.

To help us to fulfill our goal of aiding participants in the field, we are continuing to produce publications that bring together new research material on topics of particular interest and controversy, as well as surveys of the literature of the field and comprehensive "current event" reviews of an ever-changing and growing field. For list of National Center publications and National Center activities and services see end pages of this publication.

This Bibliography, the sixth volume in the series of annual bibliographies, is published as an aid in keeping abreast of the growing volume of relevant literature now being published. We hope that this together with our other publications and services will prove effective in aiding professionals in this field.

Theodore H. Lang
Director

PREFACE

The sixth Annual Bibliography, the latest in the series of bibliographies of retrospective and current searches in the field of Collective Bargaining in Higher Education, represents an attempt to selectively survey the Literature of the field as it relates to faculty and non-faculty in public or private colleges and universities. Primarily a source of current references for the year 1977, it also includes pre-1977 references of particular interest at this time, that were not included in earlier bibliographies.

Materials covered include books, periodical articles, research reports, unpublished reports, speeches and noteworthy judicial and administrative agency decisions. The reader is referred to the section "Resources and Periodicals" for further information on sources. Many organizations listed in the section "Useful Addresses" kept the Center informed of meetings, speeches and research reports; "Bibliographies" on pages 74 & 75 lists published bibliographies that you may find useful.

Bibliography 6 (except for Library Holdings noted below) is arranged by Subject - See Table of Contents for major subject divisions - and alphabetically by author or title within each subject. Author and Title Indexes are on pages 39 & 42; the Subject Index begins on page 51, and provides access to geographic areas and individual institutions as well as sub-divisions of major subjects.

You will find 2 new sections in this Bibliography: "Newsworthy Events - 1977", pages 33-38 is a cumulation of Current Events Citations that appeared in the 5 issues of the 1977 NCSCBHE Newsletters. "Books and Research Reports" on pages 58-71 lists holdings of the National Center Library. We hope that this listing of major publications in the field to date, as well as many of the Dissertations, will be useful to you. These may be borrowed on Interlibrary Loan through your university library or directly if you are a member of the Center.

Molly Garfin
Librarian

TABLE OF CONTENTS

	Pages
Introduction	ii
Preface	iii-iv
FACULTY AND NON-FACULTY BIBLIOGRAPHY	
Academic Freedom	1
Administration	1-2
Affirmative Action	2
Arbitration	2
Bargaining Units	2-3
Collective Bargaining	3-5
Collective Bargaining - Canada	5-6
Collegiality	6
Community Colleges	6-7
Contracts	7-8
Court Cases - Federal	8
Court Cases - State	9-10
Department Chairpersons	10
Discrimination	11
Elections	11
Evaluation	11-12
Faculty	12
Faculty Attitudes	13-14
Finances	14
Fringe Benefits	14
Governance	15-16
Grievance Procedures	16
Legal Issues	17
Legislation	17
Legislation - State	18
Librarians	19
Long-Range Planning	19-20
Management Rights	20
Negotiations	20
NLRB	21
NLRB Decisions - by State	21-22
Non-Faculty - Bargaining units	23
- Court Cases	23
- Health Care Institutions	23-24
- Legislation	24
- NLRB Decisions	24
- Strikes	25
Part-time Employment	25

Table of Contents (continued)

	Pages
PERB Decisions - State	25
Presidency	26
Professional Schools	26
Professionalism	26
Retirement	26-27
Retrenchment	27
Salaries	28-29
Strikes	29
Students	29
Tenure	30
Third Party Representation	30
Trustees	31
Unions	31-32
Women	32
Workload	32

NEWSWORTHY EVENTS- 1977 (indexed by Subject only)

Contracts and Settlements	33
Discrimination Issues	33
Due Process and Grievances	33-34
Elections and Bargaining Units	34-35
Governance	35
Graduate Assistants	35
Legislation	35
NLRB	36
Research in Progress	36
Retirement	36
Salaries	36
Strikes	36-37
Tenure & Retrenchment	37-38
Unions	38

* * *

Author Index	39-41
Title Index	42-50
Subject Index	51-57

* * *

NATIONAL CENTER LIBRARY - BIBLIOGRAPHY 58-71

* * *

Table of Contents (continued)

	Pages
Resources and Periodicals	72-73
Bibliographies	74-75
Useful Addresses	76-77
Glossary	78-105
Acronyms - Abbreviations	106-107

* * *

National Center Activities and Services	108
National Center Publications	109-110

FACULTY AND NON-FACULTY BIBLIOGRAPHY

ACADEMIC FREEDOM

1 American Association of University Professors. Academic freedom and tenure. AAUP Bulletin, December, 1976.

2 American Association of University Professors. Academic freedom and tenure: the State University of New York. AAUP Bulletin, 63: 237-60, August, 1977.

3 Canadian teachers (CAUT) lift censure of Simon Fraser University B.C., ...almost 8 years after 8 faculty members lost their jobs... in academic freedom controversy. The Chronicle of Higher Education, 3, May 23, 1977.

4 Semas, Philip W. AAUP censures City University of New York, 3 other colleges in academic freedom cases. The Chronicle of Higher Education, 3, June 20, 1977.

ADMINISTRATION

5 Carroll, Robert D. A study of administrator attitudes at the nine state universities of Florida toward faculty collective bargaining and their relationship to selected demographic variables. Ph.D. Dissertation, Florida State University, 1977.

6 Crossland, Fred E. Union and administration roles in building public support for higher education, I. New York. NCSCBHE Proceedings of Fifth Annual Conference. April, 1977.

7 Fisher, Charles F. The evaluation and development of college and university administrators. ERIC/Higher Education Research Currents, March, June, 1977.

8 Fiske, Edward B. Union and administration roles in building support for higher education, II. New York. NCSCBHE PROCEEDINGS of Fifth Annual Conference. April, 1977.

9 Kelley, E.P. and R.L. Rodriguez. Observations on collective bargaining: implications for academic management. Liberal Education, 63: 102-17, March, 1977.

10 Kemerer, Frank R. and J. Victor Baldridge. The impact of faculty collective bargaining on campus administrators. Stanford Project of Academic Governance, Feb., 1976. (ERIC #ED 138126).

11 Kerstiens, Gene. Attitudes of middle management administrators concerning collective bargaining in a community college. Ed.D. Dissertation, Nova University, April, 1977. (ERIC #ED 136883).

ADMINISTRATION (cont'd)

12 Odewahn, C.A. University administrators' attitudes toward collective bargaining: a comparative analysis. Labor Law Journal, 27: 763-72, December, 1976.

13 Riechmann, Sheryl et al. Collective bargaining: the faculty viewpoint and what collective bargaining means to university administrators. Cincinnati, Ohio, Institute for Research and Training in Higher Education, 1976 (ERIC #ED 140707)

14 Usiewicz, Ronald A. An analysis of selected factors which influence attitudes of administrators in Ohio's and Pennsylvania's publicly - supported higher education institutions relative to collective bargaining. Ph.D. Dissertation, Kent State University, 1976.

AFFIRMATIVE ACTION

15 Fields, Cheryl M. Anti-bias safeguards in Title IX don't apply to teachers, judge rules. The Chronicle of Higher Education, 3, April 18, 1977.

16 Solomon, Lewis D. and Judith S. Heeter. Affirmative action in higher education: towards a rationale for preference. Notre Dame Lawyer, 52 41-76, October, 1976.

17 Uniform employee selection guidelines to be proposed; higher ed. baffled. Higher Education Daily, 2, July 29, 1977.

ARBITRATION

18 Begin, James P. and Gordon Storholm. The impact of the faculty arbitration process in the New Jersey State Colleges, (Unpublished paper), 1977.

19 Gable, Myron. Grievance issues in Pennsylvania higher education resolved by arbitration. Journal of Collective Negotiations, 5(4): 331-347, 1976.

20 The scope of the arbitrator- NCSCBHE Newsletter, Nov./Dec. 1977.

BARGAINING UNITS

21 Appropriate unit determination for state university faculty under the Iowa Public Employment Relations Act. Iowa Law Review, 61: 966, 1976.

BARGAINING UNITS (cont'd)

22 Bargaining unit criteria. NCSCBHE Newsletter, 5(3): June/July 1977.

23 Davis, Barbara C. The legal aspects of unit determinations in faculty collective bargaining at public institutions of higher education. Ph.D. Dissertation, Georgia State University, 1976.

24 Inclusion of librarians and department chairpersons in unit of New Hampshire State University's academic faculty members, approved by Surpreme Court in ruling on actions by Public Employee Relations Board. Academic Collective Bargaining Information Service, Fact Sheet 35, April 1977. (also in Labor Relations Reporter. Decisions of the Courts, 94: LRRM 2920-23, March 28, 1977).

25 Kellett, Robert H. Collective bargaining and non-teaching professional personnel in higher education. Washington, DC: American Personnel and Guidance Assoc., November, 1976. (also in Academic Collective Bargaining Information Service. Research Summary # 5, March, 1977.)

26 Semas, Philip W. Can nuns and priests be left out of a Catholic college's collective bargaining unit? No, says a court overruling the NLRB. The Chronicle of Higher Education 7, August 8, 1977.

(See also "Newsworthy Events - 1977" for additional bargaining unit citations)

COLLECTIVE BARGAINING

27 Angell, George W. and Edward P. Kelley, Jr. Handbook of faculty bargaining. San Francisco: Jossey-Bass, 1977.

28 Begin, James P. Academic bargaining: origins and growth. Dept. of Research, Institute of Mgmt. and Labor Relations, Rutgers University, Oct., 1977.

29 Borland, David T. Collective Bargaining: prospectus for the South. Southern Journal of Educational Research. 10(2): 75-85, Spring, 1976.

30 Carnegie Council on Policy Studies in Higher Education. Faculty bargaining in public higher education by Joseph W. Garbarino, David E. Feller and Mathew W. Finkin. San Fransciso, Jossey-Bass, 1977.

COLLECTIVE BARGAINING (cont'd)

31 Chandler, Margaret K. et al. Is institutional prestige the key variable in faculty collective bargaining? Academic Collective Bargaining Information Service. Special Report #31, June, 1977.

32 Chichura, Andrew D. Change from strife to accommodation in organizational behavior as affected by collective bargaining: a case study. Ed.D. Dissertation, Pennsylvania State University, 1977.

33 Collinwood, Dean W. The current status of faculty unionism in higher education: a statistical analysis. July, Aug., 1976. (ERIC #ED 134 079 and ED 134 078).

35 Cresswell, Anthony M. and Michael Murphy, eds. Education and collective bargaining: readings in policy and research. McCutchan, 1977.

36 Doherty, Robert E. The pre-collective bargaining organizational period. New York: NCSCBHE Proceedings of Fifth Annual conference. April, 1977.

37 Garbarino, Joseph W. and John Lawler. Faculty union activity in 1976. NCSCBHE Newsletter, 5(1): Jan./Feb. 1977.

38 Golden, Allan J. A study of the effects of the first faculty collective bargaining agreements on faculty and administration relationships at the City University of New York. Ph.D. Dissertation, New York University, 1976.

39 Julius, Daniel J. Collective bargaining in higher education: the first decade. ERIC/Higher Education Research Currents. Nov., 1977.

40 Kelley, Edward P., Jr. Higher education leadership and faculty collective bargaining. (forthcoming).

41 Kramer, Gerald H. and John W. Creswell. Four year state colleges: the scope of collective bargaining. Association for Institutional Research. May, 1976. (ERIC# ED 127 879)

42 McCamey, Marion B. Unionism in academe. Ph.D. Dissertation, University of Massachusetts, 1977.

43 Menard, Arthur P. Exploring representation areas: colleges and universities. Boston College Ind. & Commer. Law Review 17: 931-91. Aug. 1976.

COLLECTIVE BARGAINING (cont'd)

44 Milliken, Marie M. The influence of national faculty professional organizations on collective bargaining in small private liberal arts colleges. Ph.D. Dissertation, University of Denver, Colorado, 1976.

45 Money, job security, governance are main concerns for faculty unions. Higher Education Daily. 5, Aug. 26, 1977.

46 Mortimer, Kenneth P. Faculty collective bargaining. Washington, Association of Governing Boards and Colleges, (forthcoming).

47 Nicholson, M. W. Effects of faculty bargaining. Jl. of the College and University Personnel Association. 28: 38-47, Spring, 1977.

48 Nighswander, James K. The perceived effects of teacher collective bargaining on schools and colleges -- a survey of North Central Association Administrators. Chicago, Ill. North Central Association of Colleges & Schools, April, 1977.(ERIC #ED 136416).

49 Overviews of issues in higher education: declining test scores, collective bargaining and state planning. Washington, D.C., Educ. Policy Research Center for Higher Education and Society, May, 1976. (ERIC #ED 126 799).

50 Poll indicates majority of faculty at University of Wisconsin oppose bargaining. Government Employee Relations Report. 17-18, Oct. 24, 1977.

51 Rhodes, Eric F. and Robert A. Smith. Collective bargaining problems in colleges and universities. Washington, D.C., Educational Service Bureau, 1977.

52 Tice, Terrence N. Campus employment relations. Ann Arbor, Mich., The Institiute of Continuing Legal Education, 1976.

53 Unions on the college campus: the struggle gets sharper. U.S. News and World Report. 59-60, Aug. 22, 1977.

COLLECTIVE BARGAINING -- CANADA

54 Canadian Teachers Federation. Directory of teacher collective negotiation areas in Canada. Ottawa, CTF, 1976.

55 Carter, D.D. Collective bargaining for university faculty: a legal perspective. Canadian Journal of Higher Education, 5:125-31, 1975.

COLLECTIVE BARGAINING -- CANADA (cont'd)

56 Semas, Philip W. Professors lose union rights in 2 Canadian provinces - Alberta, British Columbia change legislation. The Chronicle of Higher Education, 11, Oct. 31, 1977.

57 Semeniuk, S. F. Collective bargaining for academic staff: an overview. (Paper # OIR - 32). Hamilton, Ontario, McMaster University, 1974.

58 Sullivan, Nancy. Number of faculty in bargaining units rising steadily. University Affairs 17:12, July, 1976.

COLLEGIALITY

59 Chamberlain, Philip C. Collective bargaining and legal influences in higher education. Viewpoints 52(5): 51-63, September, 1976.

60 Collective bargaining and collegiality Labor Relations Reporter. News and Background Information. 95 CRR: 420-421, August 29, 1977.

61 Emerer F.R. and J.V. Baldridge. Myth of the collegial bargaining model. Journal of the College and University Personnel Association 28: 18-22, Winter, 1977.

62 Walker, Donald E. et al. Collegiality and collective bargaining: an alternative perspective. Educational Records 57(2); 119-24, Spring, 1976.

63 Walker, Donald E. Designing new personnel policies: bargaining for collegiality. Jl. of the College and University Personnel Assoc. 28: 28-33, Spring, 1977.

COMMUNITY COLLEGES

64 Association of Community College Trustees. Negotiator -- for community college and technical institute trustees. Washington, D.C., ACCT, 1976. (ERIC #ED 131 883).

65 Begin, James P. Community college collective bargaining in New Jersey: study report and recommendations. Dept. of Research, Institute of Management and Labor Relations, Rutgers University, September, 1977.

COMMUNITY COLLEGES (cont'd)

66 Beninate, Nicholas A. A study to determine the impact of the state of Florida's new collective bargaining guidelines on the personnel policies and procedures of eight community colleges in Florida. Ed.D. Dissertation, Nova University, 1975.

67 Blanchard, Bryan K. A study of selected aspects of community college social systems which operate under collective bargaining based on the perceptions of campus chief executives. Ph.D. Dissertation, University of Colorado, 1977.

68 Gardiner, Richard A. Preparing for collective bargaining. New Directions for Community Colleges 43(3): 53-60, August, 1976.

69 Metzler, John H. Collective bargaining for community colleges. Washington D. C., Association of Community College Trustees, 1977.

70 New York State Public Employment Relations Board. Community college report, 1976-1978; tables summarizing salaries, fringe benefits and related practices affecting professionel employees of New York State community colleges. Albany, New York, PERB, March, 1977.

71 Woodbury, Kenneth B. Jr. Scope of collective bargaining in Pennsylvania community colleges. 1976. (ERIC #ED 140889).

72 Zoglin, Mary Lou. Power and politics in the community college. Palm Springs, California, ETC Publications, 1977.

73 Zuger, Abigail. Community colleges: veterans of the bargaining table. Change 52-3, September, 1977.

Contracts

74 Begin, James D. Bargaining history - contract summaries: New Jersey Community Colleges; 1968-1977. Institute of Mgmt. and Labor Relations, Rutgers University, February, 1977.

75 Bowen, J.J. College union contract: before and after; Chicago's municipal colleges. Phi Delta Kappan, 58:616-19, April, 1977.

76 Carlton, Patrick W., ed., et al. Ground rules, contract language, grievances and impasse resolution. (Proceedings of the Collective Negotiations Clinic). Virginia Polytechnic Institute and State University, 1976. (ERIC #ED 128 940).

CONTRACTS (cont'd)

77 Goodwin, Harold I. Faculty union contracts: the new organizational rules. Collective Bargaining Perspectives, 2(6): June, 1977.

78 Hofstra University (N.Y.) gives $125,000 in bonuses in pact linked to enrollment rise - provisions of this labor contract reported to be first of kind in American higher education. The New York Times. October 23, 1977.

79 U.S. Bureau of Labor Statistics. Collective bargaining agreements for state and county government employees. Bulletin 1920. U.S. Gov. Pr. Off. 1976.

(Contracts -- see also Newsworthy Events)

COURT CASES - FEDERAL

81 Abood v. Detroit Board of Education. Supreme Court rules that public employees can be required to pay "agency fees" to labor union representing them...if employee objects to use of fee for political purposes, fee must be reduced. Academic Collective Bargaining Information Service. Fact Sheet #37, June 1977. (also in Chronicle of Higher Education, 11, May 31, 1977) (Text of opinion: Labor Relations Reporter: Decisions of the Courts, 95(7): 2411-2433, May 23, 1977.

82 Agency shop imposed on state workers in New York, permissive in localities, as a result of new amendments to Taylor Law Government Employee Relations Report, 724: 11-14, Sept. 5, 1977.

83 The agency shop in public education. NCSCBHE Newsletter 5(3): June/July, 1977.

84 Columbia Basin College, Assoc. of Higher Education v. Board of Trustees of Columbia Basin College (No. 43979, Dec 2, 1976.) Labor Relations Reporter - Decisions of the Courts. 94: LRRM 2046-2049, Jan. 10, 1977. (also in Gov't. Employee Relations Report 691: 13-14, Jan. 17, 1977).

Community college boards of trustees do not have power to decide collective bargaining procedures on their own nor can they stop negotiations once they have started.

85 U. S. Supreme Court refused lower court's decision that statistical evidence of pay differentials between men and women faculty members is insufficient proof of sex discrimination. Higher Education Daily, 3, Oct. 19, 1977.

COURT CASES - FLORIDA

86 Miami - Dade Community College District Board of Trustees v. PERC. (No. BB-116, Jan. 31, 1977). Labor Relations Reporter. Decisions of the Courts. 94: LRRM 2970, Mar. 28, 1977.
Chairpersons and program coordinators of community college are managerial employees within meaning of Florida statute providing public employees right to organize and bargain collectively.

COURT CASES - HAWAII

87 U. S. District Court decision in case involving teachers' agency shop fee in Hawaii. Gov't. Employee Relations Report, 25-31, Oct. 24, 1977.

COURT CASES - ILLINOIS

88 Illinois appeals court sustains arbiter in Cook County Community College pay decision - extra work assignments will fall equally on all faculty members regardless of involvement in illegal strike. Government Employee Relations Report, 739:12-13, Dec. 19, 1977.

COURT CASES - MARYLAND

89 Cussler v. U. of Maryland in sex discrimination case against university. Higher Education Daily, 1, Mar. 29, 1977.

COURT CASES - MASS.

90 Trustees of Boston University (224 NLRB 179,93, D.C. Mass. 1976; affirmed 1st Cir. 1977). Labor Relations Reporter 94: LRRM 2500.
Where concealed activities protected under NLRA Section 7 played a substantial part in decision to dismiss, university is ordered to reinstate dismissed employee to former position.

COURT CASES - MICH.

91 Central Michigan University Faculty Assoc. v. Central Michigan University (Mich. Ct. App., No. 27549, June 28, 1977). Government Employee Relations Report 720: 14-15, Aug., 1977.
University did not commit unfair labor practice by unilaterally adopting "teacher effectiveness" program...court agrees that evaluation is matter of educational policy.

COURT CASES - NEW YORK

92 Termination of 1,000 faculty members by City University of New York upheld by U.S. District judge who ruled that financial conditions forced reduction. ACBIS Fact Sheet #40, Oct. 1977.

COURT CASES - PA.

93 Association of Pennsylvania State College and University Faculties v. Commonwealth of Pennsylvania. (No. 1376, C.D. 1976, No. 1470 C.D. 1976, June 3, 1977). Government Employee Relations Report, 717: 15, July 18, 1977.
Court finds PLRB erred in determining arbitrability.

94 Western District Supreme Court rules in case involving Community College of Beaver County that full-time teachers caught in retrenchment program had re-employment rights to new part-time jobs. ACBIS Fact Sheet #40, Oct., 1977.

COURT CASES - R.I.

95 AAUP, University of Rhode Island Chapter v. Board of Regents for Education (No. 75-273-Appeal, May 10, 1977). Labor Relations Reporter. Decisions of the Courts. 95(33): 3293-3294, Aug. 22, 1977.
Four unions raise issue re-interpretation of State Appropriation bet:

COURT CASES - TEXAS

96 Wilkins et. al. v. University of Houston (75-H-644, Nov. 22, 1977). Labor Relations Reporter. Decision of Courts 97(1): 598-9 Dec. 31, 1977
In class action against state university that is alleged to have violated equal pay provisions of FLSA is not precluded by U.S. Supreme Court's decision in National League of Cities v. Usery.

DEPARTMENT CHAIRPERSONS

97 Ehrle, E.B. and J.F. Early. Effect of collective bargaining on department chairpersons and deans. Educational Record, 57(3): 149-54, 1976.

98 Meskill, L. Drew. The effect of collective bargaining on the role of department chairman. College Student Journal. 10(4): 380-387, Winter, 1976.

DISCRIMINATION

99 EEOC v. Colby College, Maine (No. 75-136 SD, Oct. 27, 1977). Labor Relation Reporter. Fair Employment Practice. Decisions of the Courts. 96(21): 1363-69, Nov. 17, 1977.
College not violating Title VII by participation in retirement and insurance programs to which it makes equal contributions for male v. female employees...even though women on average receive less benefits.

100 Few women, minorities in higher ed. administration, studies show. Higher Education Daily, 5, June 23, 1977.

101 Fields, Cheryl M. Courts are rejecting most charges of sex bias made by women professors. The Chronicle of Higher Education, 1, Sept. 26, 1977.

102 Greenfield, Ester. From equal to equivalent pay: salary discrimination in academia. Jl. of Law and Education, 6(1): 41-62 Jan., 1977.

103 Lichtenstein, Grace. Men hold most top college jobs 5 years after U.S. order on bias. The New York Times, 18, Dec. 6, 1977.

104 Supreme Court to hear arguments in case that could determine whether college retirement plans must offer same benefits to male and female employees. The Chronicle of Higher Education. 2, Oct. 17, 1977.

105 University of Southern Illinois to pay $80,000 to former tenured professor in sex discrimination case. Higher Education Daily, 5, Sept. 19, 1977.

ELECTIONS

106 University of Oregon teaching fellows select AFT as collective bargaining agent, becoming third university where teaching assistants have unionized (Wisconsin and Michigan). Academic Collective Bargaining Information Service. Fact Sheet #37, 4, June, 1977.

(Elections - See also Newsworthy Events)

EVALUATION

108 Centra, John A. The how and why of evaluating teaching. New Directions in Higher Education. 17: 93-106, Spring, 1977.

EVALUATION (cont'd)

109 Faculty growth contracts. Educational Horizons, 55(2): 74-9, Winter, 76/77.

110 Gardner, Don E. Five evaluation frameworks: implications for decision - making in higher education. Journal of Higher Education, 48: 571-92, Sept/Oct., 1977.

111 Holley, W.H. and H.S. Feild. Law and performance evaluation in education: a review of court cases and implications for use. Jl. of Law and Education, 6: 427-8 Oct., 1977.

112 A nationwide survey of teacher education, faculty evaluation practices. College Student Journal, 11(1): 1-16, Spring, 1977.

113 Polishook, Irwin H. Peer judgment and due process. New York; NCSCBHE Proceedings of Fifth Annual Conference. April, 1977.

114 Shipka, Thomas A. Is peer review viable today? New York: NCSCBHE Proceedings of Fifth Annual Conference. April, 1977.

FACULTY

115 American Association of University Professors. The role of the faculty in budgetary and salary matters. AAUP Bulletin, 62(4): 379-81, Dec., 1976.

116 Developing temporary faculty: the challenge posed by teaching assistants. Educational Horizons, 55(2) 56-63, Winter, 76/77.

117 Drucker, Peter F. The professor as featherbedder; teachers need new management techniques, including a substitute for tenure. The Chronicle of Higher Education. 24, Jan. 31, 1977.

118 Faculty Moonlighting. NCSCBHE Newsletter, Nov/Dec., 1977.

119 Lilley, H. Edward. Faculty appointments. Collective Bargaining Perspectives. 2(8): Aug., 1977.

120 Rhodes, A. Lewis. Some characteristics of faculty union memberships and their implications. Social Problems, 24: 463-8, April, 1977.

FACULTY - ATTITUDES

121 Acosta, Sam. A study of faculty perceptions toward selected aspects of collective bargaining by residential instructional staff at Washington State University. Ed.D. Dissertation, Washington State University, 1977.

122 Arrowsmith, B.G. A study of faculty and administrator opinions about and knowledge of collective bargaining at a non-union university. Ed.D. Dissertation, Indiana University, 1977.

123 Bullis, Bruce R. Trust and inclination of faculty toward collective bargaining at Northeastern Illinois University. Ph.D. Dissertation, Southern Illinois Univ., 1977.

124 Eaves, Thomas A. Faculty and administrative attitudes toward collective bargaining in the North Carolina community college system. Ed.D. Dissertation, North Carolina State Univ., 1976.

125 Foster, Leo L. Relationship between university faculty satisfaction with rewards and attitudes toward collective bargaining. Ph.D. Dissertation, Univ. of Wisconsin, Madison, 1976.

126 Howe, Ray A. An analysis of some aspects of social conflict at Henry Ford Community College (1963-1973). Research Summary #4. Academic Collective Bargaining Information Service. Mar., 1977.

127 Jones, Leslie H. Identification and analysis of faculty attitudes towards the potential of collective bargaining in West Virginia state colleges and universities. Ed.D. Dissertation, West Virginia Univ., Institute, West Va., 1976.

128 Most Virginia teachers are pro-collective bargaining, and think negotiations will inevitably come to the state...according to poll by Virginia Polytechnic Institute and State University professors. Government Employee Relations Report, 739: 9-11, Dec. 19, 1977.

129 Najita, Joyce M. and John B. Ferguson. Hawaii faculty views on unionization: a changing pattern. University of Hawaii, Industrial Relations Center. July, 1976.

130 Parr, Kenneth S. A survey of faculty attitudes toward collective bargaining at Michigan private liberal arts colleges. Ph.D. Dissertation, Michigan State University, 1977.

131 Riley, Jack. Collective bargaining in Illinois State universities: a study of faculty attitudes. Ph.D. Dissertation, Univ. of Illinois at Urbana - Champaign, 1976.

FACULTY ATTITUDES (cont'd)

132 Smith, Robert A. A study of the differences in attitudes toward selected aspects of collective bargaining in postsecondary education among full-time faculty members in the Virginia community college system. Ed.D. Dissertation, George Washington Univ., Washington, D.C., 1976.

133 University professor wary of faculty unionization. Government Employee Relations Report, 736: 23-24, Nov. 28, 1977.

134 Willis, Richard S. Higher education collective bargaining: an analysis of the attitudes of academicians. Ph.D. Dissertation, Catholic University of America, 1977.

135 Woolston, Charles M. Analysis of the attitudes toward collective bargaining of faculty at the Maryland State Colleges. Ph.D. Dissertation, Univ. of Maryland, College Park, Md., 1976.

FINANCES

136 American Federation of Teachers. Financing higher education; basic facts underlying current issues. Washington: American Council on Education, Jan. 1977.

137 Kemerer, Frank R. and Ronald P. Satryb, ed. Facing financial exigency. Lexington, Mass, Lexington Books, 1977.

138 Miner, Robert W. Impact of fiscal crisis on collective bargaining. New York, NCSCBHE Proceedings of Fifth Annual Conference, April, 1977.

139 Naples, Caesar. Fiscal crisis and collective bargaining. New York, NCSCBHE Proceedings of Fifth Annual Conference, 1977.

FRINGE BENEFITS

140 Andes, John O. Nonmedical insurance benefits. Collective Bargaining Perspectives, West Va. Univ., 2(4): April, 1977.

141 Goeres, Ernest R. Sabbatical, personal, maternity and sick leave policies. Collective Bargaining Perspectives, 2(10): Oct., 1977.

GOVERNANCE

142 Adler, D. Governance and collective bargaining in 4-year institutions, 1970-77. Monograph #3. Washington, Academic Collective Bargaining Information Service, (forthcoming).

143 American Association of University Professors. Statement on government of colleges and universities. AAUP Bulletin, 63(1): 32-36, Feb., 1977.

144 Begin, James P. Statutory definitions of the scope of negotiations: the implications for traditional faculty governance (Paper prepared for American Institute for Decision Sciences), May, 1977.

145 Chandler, Margaret K. Faculty association penetration of management functions: 2 year colleges in seven states. (unpublished report). 1976.

146 Duryea, E.D. Collective bargaining: impact on governance. Washington, D.C., Assoc. of Gov. Boards of Universities and Colleges, April, 1977.

147 Duryea, E.D. and John C. Neddy. Faculty unionism: a bright side? AGB Reports 19(3): 31-5, May/June, 1977.

148 Fiske, Edward B. College faculties seeking more power over governance, but administrations resist. The New York Times, D17, Sept. 14, 1977.

149 Johnson, Mark D. State-institutional governance relationships under faculty collective bargaining in the Pennsylvania state college and university system, 1971-1976. Ed.D. Dissertation, The Pennsylvania State University, 1976.

150 McConnell, T.R. and S. Edelstein. Campus governance at Berkeley: a study in jurisdictions. Berkeley, Calif., Center for Research and Development in Higher Education, Univ. of California, 1977. (ERIC # ED 138 209).

151 McFadden, Ronald B. The perceived effects of collective bargaining agreements on the distribution of power over selected aspects of decision - making within 2 - year colleges. Ph.D. Dissertation, Ohio State Universtiy, 1976.

152 Mortimer, Kenneth P. and Richard C. Richardson, Jr. Governance in institutions with faculty unions: six case studies. University Park, Pennsylvania State University, 1977.

153 Nielsen, Robert. Role of faculty unions in governance. New York: NCSCBHE Proceedings of Fifth Annual Conference, April, 1977.

GOVERNANCE (cont'd)

154 Puffer, Wm. C. The faculty senate and collective bargaining: a case study of the SUNY faculty senate. Ph.D. Dissertation, SUNY, Buffalo, N.Y., 1976.

155 Riley, Gary L. and J. Victor Baldridge, eds. Governing academic organizations: new problems, new perspectives. McCutchan, 1977.

156 Rugen, Richard H. The latent power of faculty associations and adminstrative decision-making at community colleges. Ph.D. Dissertation, SUNY, 1977.

157 Schwartzman, Herbert D. Governance as a subject of collective bargaining in higher education. New York, N.Y., St. John's University, n.d.

158 Semas, Philip W. Collective bargaining and faculty governance: NLRB counsel rules that private colleges needn't negotiate over role of senates and committees. The Chronicle of Higher Education, 7, July 5, 1977.

159 Sturtz, Alan J. Decision-making authority of state coordinating boards for community colleges and local community college governing boards in certain administrative policy areas. Ed.D. Dissertation, Pennsylvania State University, 1976.

160 Who controls the universities? The Chronicle of Higher Education, 7-9, Sept 6, 1977.

161 Wilson, Logan. External governance in higher education: bane or boon? Washington, Assoc. of Governing Boards and Colleges, 1977.

162 Wollett, Donald H. Collective bargaining and governance -- systems in conflict. New York: NCSCBHE Proceedings of Fifth Annual Conference, April, 1977.

GRIEVANCE PROCEDURES

163 Begin, James P. The impact of the faculty grievance process at Rutgers University: a research summary. New Jersey Public Employer - Employee Relations, (Institute of Management and Labor Relations, Rutgers University), Jan., 1977.

164 Grievance guidelines. NCSCBHE Newsletter, Nov./Dec., 1977.

165 Mannix, Thomas M. Patterns in grievances and arbitrations. NCSCBHE Newsletter. 5(1): Jan./Feb., 1977.

LEGAL ISSUES

166 Jascourt, Hugh D. Can a federal collective bargaining law for public employees meet the requirements of National League of Cities v. Usery? An introduction. Jl. of Law and Education, 6(4): 491-492 Oct., 1977. (...:a union perspective, by Robert H. Chanin, pp. 493-514,) (...a management perspective, by Joseph H. Weil, pp. 515-526.)

167 Peterson, Vance I., ed. Higher education and the law; an administrator's overview. Toledo, Ohio: The University of Toledo, Center for Higher Education, 1977.

168 Rood, Harold J. Legal issues in faculty terminations; an analysis based on recent court cases. The Journal of Higher Education, 123-15, March/April, 1977.

169 Seniority in the spotlight. NCSCBHE Newsletter, 5(4): Sept./Oct., 1977.

170 Simon, A.M. Application of state sunshine laws to institutions of higher education. Jl. of College and University Law. 4: 82-145, Winter, 1976-77.

LEGISLATION - GENERAL

171 Bender, Louis W. Federal regulation and higher education. ERIC/Higher Education Research Report No. 1, 1977.

172 Faculty bargaining draws comments in California, Illinois, Wisconsin...California State University and Colleges Board of Trustees still against collective bargaining...Southern Illinois University trustees hold off on bargaining until enactment of bargaining law...and Univ. of Wisconsin officials testify on bills providing for faculty bargaining. Government Employee Relations Report 719: 20-21, Aug. 1, 1977.

173 Faculty unions look forward to breakthroughs in South...though most states don't have laws providing for bargaining in the public sector. Higher Education Daily, 1, Sept. 2, 1977.

174 House passage of labor law reform bill...amending NLRA by setting, among other things, timetables for holding representation elections. Labor Relations Reporter. News and Background Information. 96(13): 121-4, Oct. 17, 1977.

175 Semas, Philip W. House passes bill to reform collective bargaining...private colleges that refuse to bargain with unions would be required to make large payments to employees and could be denied federal contracts. The Chronicle of Higher Education, 12, Oct. 25, 1977.

LEGISLATION - GENERAL (cont'd)

176 Semas, Philip W. Teacher unions press for bargaining laws...both Congress and state legislatures are targets for lobbying, (with survey of state bargaining laws in 50 states) The Chronicle of Higher Education, 1,8, March 14, 1977.

177 Sensenbrenner, Richard J. Collective bargaining legislation for public higher education from the management side of the table. Journal of College and University Law. 4(1): 27-42, Fall 1976.

178 Weisberger, June M. Notes on recent legislative, administrative and judicial developments. New York: NCSCBHE Proceedings of Fifth Annual Conference. April, 1977.

LEGISLATION - STATE

179 California collective bargaining bill not dead yet...defeated by state Senate Education Committee who later voted to reconsider measure. Higher Education Daily, 5, Aug.17, 1977.

180 Fanning, Paul W. A study of opinions toward collective bargaining for public education employees as percieved by selected members of the 1975 Alabama state legislation. Ed.D. Dissertation, The University of Alabama, 1976.

181 Kansas bargaining law changed - amendments cover community college faculty. ACBIS Fact Sheet #39, Sept., 1977.

182 Kansas strengthens bargaining law through amendments adding impasse procedures defining conditions of employment; listing prohibited union practices and excluding administrators. ACBIS Fact Sheet #40, Oct., 1977.

183 Semas, Philip w. An organizing year for teacher unions - except at California community colleges, relatively few faculties will vote on bargaining. The Chronicle of Higher Education, 6, Nov. 7, 1977.

184 Southern Illinois University board of trustees voted against giving professors the right to organize...as state legislature considers bills to extend collective bargaining rights to higher education faculty. Higher Education Daily. 5, July 19, 1977.

LEGISLATION - STATE (cont'd)

185 Task force appointed by Maryland General Assembly recommends enactment of state legislation to permit public employee collective bargaining. ACBIS Fact Sheet #41, Nov., 1977.

186 Thompson, John A. Collective bargaining in higher education and the Hawaii bargaining statute: some comments. Educational Perspectives. 15(2): 4-6, May 1976.

187 University of Louisville to investigate bargaining...chances of legislature enacting legislation this year are slim. Gov't. Employee Relations Report, 738: 22, Dec. 12, 1977.

188 Wisconsin Legislature committee sets aside 3 bills that would have provided collective bargaining for University of Wisconsin faculty. Government Employee Relations Report, 738:21 Dec. 12, 1977, (also in Chronicle of Higher Education, 2, Dec. 5, 1977.)

LIBRARIANS

189 Abell, M.D., ed. Collective bargaining in higher education: its implications for governance and faculty status for librarians. Chicago, American Library Assoc., 1976.

190 Chaplan, Margaret and C. Moxey. The scope of faculty bargaining: implications for academic librarians. Library Quarterly 46: 231-47, July, 1976.

191 Cruzat, G.M.S. Collective bargaining in academic librarianship. Ph.D. Dissertation, Wayne State University, 1976.

192 Weatherford, John W. Collective bargaining and the academic librarian. Metuchen, N.J. Scarecrow Press, 1976.

LONG - RANGE PLANNING

193 Angell, George W. Impact of faculty collective bargaining upon college and university trustees' responsibility for institutional long-range planning. Washington, Association of Governing Boards, 1977.

194 Crossland, Fred E. Faculty collective bargaining; impact on planning. Intellect, 106: 67-70, Aug., 1977.

195 Kieft, Raymond. Pressure point on campus: academic program planning and resource allocation in conflict with the bargaining table. 1976. (ERIC #ED 126 840).

LONG - RANGE PLANNING (cont'd)

196 Parekh, Satish B. Long - range planning: an institution-wide approach to increasing academic vitality. New Rochelle, N.Y., Change, 1977.

197 Richardson, Richard C. et al. The need for institutional planning. ERIC/Higher Education Research Currents. Sept., 1977.

198 Tracz, George S. Impact of collective bargaining on college and university management informations systems. Toronto, Ont: Ontario Institute for Studies in Education, Nov., 1977.

MANAGEMENT RIGHTS

199 Angell, George W. Management prerogatives and faculty rights. Academic Collective Bargaining Information Service. Special Report #29, (1977).

NEGOTIATIONS

200 Bacon, Janet N. From impasse to "lockout": Community College of Beaver County, September 1976. Academic Collective Bargaining Information Service. Special Report #30, May, 1977.

201 Byrnes, Joseph F. Representing the faculty in a unionized college: the tasks and roles of a chief negotiator. Jl. of Collective Negotiations in the Public Sector. 6(1): 19-27, 1977.

202 Harf, James E. Negotiating contracts under collective bargaining. Educational Record, 58: 31-39, 1977.

203 Najita, Joyce M. and Sonia Faust. When a university faculty rejects a contract. University of Hawaii, Industrial Relations Center, June, 1976.

204 Stuart, William H. A study of the process of conflict resolution associated with collective bargaining in a community college setting. Ed.D. Dissertation, Wayne State University, 1976.

205 Thomas, C.R. Negotiating cues. Collective Bargaining Perspectives. 2(11): Nov., 1977.

NLRB

206 Federal labor law and higher education:...analysis of NLRB's application of federal labor law to private colleges and universities...in speech to conference of university administrators. Labor Relations Reporter. News and Background Information. 96(33): 336-7, Dec. 26, 1977.

207 NLRB hears argument on employers' refusal of union demands for employment data. Higher Education Daily. 3, Sept. 9, 1977. (also in NLRB Press Release Aug. 31, 1977).

208 NLRB sets new rules for union elections...may eliminate some delays in elections at private colleges and universities. The Chronicle of Higher Education. 16, Sept. 6, 1977.

209 NLRB's campus jurisdiction challenged. NCSCBHE Newsletter, 5(2): Mar./April, 1977.

NLRB DECISIONS - CONN.

210 University of Bridgeport, Conn. and University of Bridgeport Chapter, AAUP (Case No. 2-CA-14120, June 1, 1977, 229 NLRB No. 164) Labor Relations Reporter. Decisions of the NLRB, 95(25): 1389-1391, July 25, 1977.
University violated LMRA when it refused to execute collective bargaining contract embodying terms of final and binding agreement reached with union.

NLRB DECISIONS - D.C.

211 Mount Vernon College (5-RC-9627; 228 NLRB No. 153), Washington, D.C. Weekly Summary of NLRB Cases (W-1542; 15, Apr. 13, 1977.)
Professional librarian is not supervisor within meaning of Act; Board overrules challenge to her ballot.

NLRB DECISIONS - MASS.

212 Semas, Philip W. Boston University takes on the NLRB - faculty bargaining unit challenged. The Chronicle of Higher Education, 5, Apr. 4, 1977.

213 Trustees of Boston University and Boston University Chapter, AAUP (Case No. 1-CA-11061, March 22, 1977, 228 NLRB No. 120). Labor Relations Reporter. Decisions of NLRB 96(19): 1408-10, Nov. 7, 1977. (also in Weekly Summary of NLRB Cases, W-1540: Mar. 30, 1977)
Employer that unlawfully refused to bargain with newly certified union will not be ordered to give retroactive effect to all contract provisions involving salaries or fringe benefits.

NLRB DECISIONS - MICH.

214 NLRB orders faculty reinstated in case involving Shaw College and faculty association. Board finds college failed to bargain in good faith by dismissals for engaging in union activities. ACBIS Fact Sheet #40, Oct., 1977.

NLRB DECISIONS - N.J.

215 Fairleigh Dickinson University, Rutherford, N.J. and AAUP (Case Nos. 22-UC-44 and 46, Dec. 9,1976, 227 NLRB No. 40). Labor Relations Reporter. Decisions of NLRB, 94: LRRM 1044-1047, Jan. 10, 1977.

Unit of university's full-time faculty is clarified to include department chairpersons, since they are no longer supervisors within meaning of LMRA.

NLRB DECISIONS - N.Y.

216 NLRB directed election in unit of all professional librarians at Teachers College, Columbia University. ACBIS Fact Sheet #32, Jan., 1977. (also in Weekly Summary of NLRB Cases, Dec. 8, 1976 and Labor Relations Reporter. NLRB Decisions. 93: 1481-1485 Dec. 27, 1976 and 94: 1397, Mar. 14, 1977).

217 Niagara University, Buffalo, N.Y. and Niagara University Lay Teachers Assoc., (Case No. 3-UC-104, Dec. 16, 1976, 227 NLRB No. 33). Labor Relations Reporter. Decisions of NLRB. 94: LRRB 1001-1003, Jan. 3, 1977.

Unit of lay faculty members at university owned and operated by Vincentian Fathers is clarified to include 4 full-time professors who are members of religious orders.

218 Yeshiva University, N.Y. and Yeshiva University Faculty Assoc. (Case No. 2-CA-14697, Aug. 24, 1977, 231 NLRB #98) Labor Relations Reporter. Decisions of NLRB. 96(31): 1601-2, Dec. 19, 1977.

Administrative procedure act did not require NLRB to conduct rule-making proceeding before excluding regular part-time faculty from unit.

NON-FACULTY - BARGAINING UNITS

219 The President and Fellows of Harvard College, Boston and District 65, Distributive Workers (Case No. 1-RC-13715, May 11, 1977, 229 NLRB No. 97). Labor Relation Reporter. NLRB Decisions, 95(25): 1390-1397, July 25, 1977. (also in Higher Education and National Affairs, 5, May 29, 1977).

Unit of clinical, technical and service employees of Harvard Medical Area Schools including employees who work at hospitals and research facilities affiliated with or related to Medical Area Schools, is appropriate for bargaining.

NON-FACULTY - COURT CASES

220 NLRB v. Committee of Interns and Residents (U.S. Dist. Ct.) Labor Relations Reporter. 29: LRRM 2739, Jan. 31, 1977.

NLRA does not pre-empt state jurisdiction over interns and residents since no national policy requires them to be unregulated and NLRB has determined them not covered employees under NLRA.

NON-FACULTY - HEALTH CARE INSTITUTIONS

221 Berkeley, A. Eliot, ed. Labor relations in hospitals and health care facilities. Washington, D.C., Bureau of National Affairs, 1976.

222 City of Cambridge, Mass. ordered by state's Labor Relations Commission to bargain with city hospital's House Officers' Association covering interns and residents. ACBIS Fact Sheet #39, Sept., 1977.

223 Clarification of NLRB's views on hospital housestaff. Labor Relations Reporter. Summary of Developments. 95(13): 2-3, June 13, 1977.

224 The doctor's dilemma - student or employee? Change 16-20, May, 1977.

225 House Officers Association for the University of Nebraska Medical Center and Affiliated Hospitals v. University of Nebraska Medical Center. (Nebr. Supr. Ct. 67 SCJ 297, Jan. Term, 1977, Nos. 40912 4040, June 22, 1977). Gov't Employee Relations Report. 721: 11-12, Aug. 15, 1977.

University interns and residents are entitled to bargain, but not in own separate unit.

NON-FACULTY - HEALTH CARE INSTITUTIONS (cont'd)

226 Interns and residents barred by national labor policy from attempting to secure collective bargaining rights through state labor relations boards, U.S. Ct. of appeals rules. Gov't Employee Relations Report, 728: 12-13, 31-40, Oct. 3, 1977.

227 Juris, H.A. et al. Collective bargaining in hospitals - labor agreements in the hospital industry: a study of collective bargaining outputs. Labor Law Journal, 28: 504-31, Aug. 1977.

228 Labor law - exclusion of hospital housestaff from public employee collective bargaining in Pennsylvania. Suffolk Univ. Law Review. 11: 1172-87, Spring, 1977. (also in Duquesne Law Review, 15: 349-58, Winter, '76-77)

229 NLRB v. Committee of Interns and Residents, and New York State Labor Relations Board (No. 77-6075, Sept. 21, 1977). Labor Relations Reporter. Decisions of the Courts. 96(11): 2342-8, Oct. 10, 1977.

Federal district court erred in ruling that New York State Labor Relations Board has jurisdiction over labor relations of housestaff in voluntary, non-profit hospitals.

230 Student workers or working students? A fatal question for collective bargaining of hospital house staff. Univ. of Pittsburgh law Review. 38: 762-88, Summer, 1977.

231 University trustees at University of Arkansas Medical Center refuse to recognize union...saying employees don't need union representation. Gov't Employee Relations Report. 729: 19, Oct. 10, 1977.

NON-FACULTY - LEGISLATION

232 A new law extends organization, representation and collective bargaining rights to classified employees of Baltimore County Community Colleges; strikes are prohibited. Labor Relations Reporter. Summary of Developments. 95(35): Aug. 29, 1977.

NON-FACULTY - NLRB DECISIONS - N.C.

233 Duke University, Durham, N.C. and Operating Engineers (Case No. 11-RC-4212, Jan. 28, 1977, 277 NLRB No. 232). Labor Relations Reporter. Decisions of NLRB. 94(29): 94 LRRM 1633-4, Apr. 11, 1977.

Maintenance employees of medical center operated by university do not constitute appropriate unit for bargaining, separate from rest of university.

NON-FACULTY - STRIKES

234 Blue collar workers strike at Yale University - Cafeteria and maintenance workers strike because of wage dispute. The Chronicle of Higher Education, 2, Oct. 11, 1977; 2, Nov. 14, 1977.

235 Custodians end week-long strike at Southern Illinois University. Government Employee Relations Report, 19, Oct. 24, 1977.

PART TIME

236 Goodwin, Harold I. Part-time faculty. Collective Bargaining Perspectives. 2(9): Sept. 1977.

237 Increasing use of part-timers condemned by teachers' union (AFT) The Chronicle of Higher Education, 4, Sept. 6, 1977.

238 Part-time faculty in 2-year colleges. NCSCBHE Newsletter, 5(2): Mar/April, 1977.

PERB DECISIONS - Michigan

239 Central Michigan University Faculty Association v. Central Michigan University. (No. 27549, Apr. 19, 1977). Labor Relations Reporter. Decisions of the Courts.(n.d.) Court rules that Michigan Employment Relations Commission properly found that teaching effectiveness program implemented by university and providing for student evaluation of faculty members was not mandatory subject of bargaining under Michigan Public Employment Relations Act.

PERB DECISIONS - New Jersey

240 New Jersey Public Employment Relations Commission in response to petition by Board of Trustees of Middlesex County College gives guidelines on mandatory, permissive and illegal matters for bargaining. Government Employee Relations Report, 736:17, Nov. 28, 1977.

PERB DECISIONS - Washington

241 Faculty members at Eastern Washington State College do not have organizational or bargaining rights under the state's public employee bargaining law, rules Washington Public Employment Relations Commission . In second case, PERC rules that state's bargaining law for academic employees does not give at jurisdiction to resolve unfair labor practice charges. Government Employee Relations Report. 720:16-17, Aug 8, 1977.

PRESIDENCY

242 Gies, Joseph C. The board chairperson and the president. Washington, Association of Governing Boards and Colleges, (forthcoming).

243 Kerchner, Charles T. An exploration into the impacts of faculty unions on community colleges and their presidents. Ph.D. Dissertation, Northwestern University, 1976.

244 Vaccaro, Louis C. Notes from a college president: issues in American higher education. Boston, Beacon Hill Press, 1977.

PROFESSIONAL SCHOOLS

245 Brousseau, R.T. Collective bargaining and private university governance: a look from the law schools. University of Florida Law Review. 29: 625-46, Summer, 1977.

PROFESSIONALISM

246 Baldridge, J. Victor et al. Diversity in higher education; professional autonomy. Journal of Higher Education, 367-388, July/Aug. 1977.

247 Faia, Michael A. Will unions make us less profescional? College English. 38(1): 1-14, Sept. 1974

248 Trivett, David A. Continuing education for the professions. Eric/Higher Education Research Currents, Feb. 1977.

RETIREMENT

249 Coughlin, Ellen K. Why leave professors out? A Senate-passed bill prohibits mandatory retirement before age 70 for most Americans. A specific exception: tenured faculty members. The Chronicle of Higher Education, 1, 14, Oct. 31, 1977 (Also 11, Oct. 11, 1977; 13, Oct. 25, 1977)

250 Encouraging early retirement. NCSCBHE Newsletter, 5(3): June/July, 1977.

251 King, Judith D. et al. The faculty salary and budget committee report on early retirement (Grand Valley State College, Michigan). Feb. 1977. (ERIC # ED 138 143.)

252 Ladd, Everett C., Jr. and Seymour M. Lipset. Many professors would postpone retirement if law were changed. The Chronicle of Higher Education, 7-8, Nov. 7, 1977.

RETIREMENT (cont'd)

253 Senate passes bill raising permissible mandatory retirement age from 65 to 70 but votes to continue to allow forced retirement at 65 of executives whose pensions total at least $20,000 a year and college university faculty with full tenure. Labor Relations Reporter. Summary of Developments. 96(15): 2-3, Oct. 24, 1977. (Also in Higher Education Daily 1-2, Oct. 3, Oct. 20, 1977)

254 Willard , Donald S. A time to retire; raising the mandatory retirement age, NACUBO Business Officer, 12, Nov. 1977.

RETRENCHMENT

255 Alm, Kent G. et al. Managing faculty reductions. The Journal of Higher Education. 153-163, March/April 1977.

256 City University of New York: mass dismissals under financial exigency. AAUP Bulletin, 63(2): 60-81, April 1977.

257 Johnson, Mark D. and Kenneth P. Mortimer. Faculty bargaining and the politics of retrenchment in Pennsylvania State Colleges, 1971-1976. Center for the study of Higher Education, Pennsylvania State University, Sept. 1977.

258 Laid-off faculty member wins $18,000 in damages; Goucher College, Md. plans to appeal jury's verdict. The Chronicle of Higher Education. 7, June 20, 1977.

259 Layoff of 1,000 by City University of New York in 1976 is upheld by a federal judge. The Chronicle of Higher Education, 9, Sept. 6, 1977.

260 Mass dismissals at City University of New York handled poorly, AAUP says...but investigating group cites mitigating factors. The Chronicle of Higher Education, 6, May 16,1977.

261 Non-renewal of contracts:...number of young professors who are not rehired and who are denied tenure has been rising...The Chronicle of Higher Education, 4-5, May 16, 1977

262 State University of New York fired over 100 faculty members in 1975 and 76 without showing signs of financial exigency, says AAUP. Higher Education Daily, 3, Sept. 20, 1977.

SALARIES

263 American Association of University Professors. Higher Education salary evaluation kit, a recommended method for flagging women and minority persons for whom there is apparent salary inequity. Washington, D.C., AAUP, 1977.

264 American Association of University Professors No progress this year: report on the economics status of the profession, 1976-1977. AAUP Bulletin. 63: 146-228, Aug. 1977.

265 Average faculty compensation at more than 2,000 institutions. The Chronicle of Higher Education. 9, July 11, 1977.

266 Bain, Trevor. Collective bargaining and wages in public higher education: The case of CUNY. Journal of Collective Negotiations in The Public Sector. 5(3): 207-214, 1976

267 Birnbaum, Robert. Tables, compensation and academic bargaining. New York, NCSCBHE Proceedings of Fifth Annual Conference, April 1977.

268 Brown, William W. and Courtenay C. Stone. Faculty compensation under unionization: on analysis of current research and findings. New York: NCSCBHE Proceedings of Fifth Annual Conference, April, 1977.

269 Bruker, R.M. AACRAO salary survey report. College and University, 52:712-24, Summer 1977.

270 Carbone, Gilbert J. A study of community college faculty salaries and employer - paid insurance benefits. Olympia, Washington, State Board for Community College Education, Dec. 1976.

271 Faculty salary increases matched inflation this year, according to findings by the AAUP. Higher Education Daily, 5, June 15, 1977.

272 Goeres, Ernest R. Salary schedules and initial placement of personnel. Collective Bargaining Prespectives. (W.Va. Univ.) 2(2): Feb. 1977.

273 Higher education lobbyists seeking exemption from legislation that would require them to pay faculty, working on Federal contracts, the local prevailing wage for similar work. Higher Education Daily, 3, Oct. 31, 1977.

274 Illinois Community College Board. Faculty and administrative salaries in public community colleges of Illinois. Jan. 1977.

SALARIES (cont'd)

275 Linking compensation with enrollment. NCSCBHE Newsletter, 5(4): Sept/Oct. 1977.

276 Morgan, D.R. and R.C. Kearney. Collective bargaining and faculty compensation: a comparative analysis. Sociology of Education, 50: 28-39, Jan. 1977.

STRIKES

277 Aussieker, Bill. Faculty union strike activity: Reasons and measures; 1966-1975. Monthy Labor Review, 99(10): 32, Oct. 1976.

278 Public Service Research Council. Public sector bargaining and strikes. 2nd ed., Vienna, Va., Aug. 1976.

279 The strike scene. NCSCBHE Newsletter. 5(4): Sept/Oct. 1977.

280 Torrence, William D. and John T. Vitton. Faculty work stoppages in post-secondary education. Journal of Collective Negotiations in the Public Sector. 6(1): 11-17, 1977.

281 Walsh, John. Stevens Institute of Technology: after the strike, still unsettled. Science, 196(4287): 280-83, April 1977.

STUDENTS

282 Aubuchon, James M. College students and collective bargaining: avoiding future conflict. Journal of College Student Personnel, 17(4): 300-302, July 1976.

283 Bodner, Gerald A. The appropriateness of collective bargaining between educational institutions and their "student / employees": a legal analysis. Academic Collective Bargaining Information Service, Special Report #32, 1977.

284 Gerry, Frank C. An investigation of selected factors related to faculty attitudes towards the potential impact of academic collective bargaining on students and potential modes of student participation in the bargaining process. Ph.D. Dissertation, Univ. of Iowa, 1976.

285 Poisson, David E. Student participation in academic collective bargaining. Ph.D. Dissertation, University of Arizona, Tucson, 1976.

TENURE

286 Brown, Ronald C. Tenure rights in contractual and constitutional context. Journal of Law and Education, 6(3): 299-318, July, 1977.

287 California State University upheld in firing of tenured professor. The Chronicle of Higher Education, 7, June 20, 1977.

288 Can you suggest workable alternatives to the tenure system? (Dialog), Change, 53-55, Dec. 1977.

289 Chait, Richard P. The tenure issue. Washington. Association of Governing Boards and Colleges, (forthcoming).

290 Chait, Richard P. Trustees and tenure review. AGB Reports, 19(3): 28-30, May/June 1977.

291 Griggs, Walter S. and Harvey W. Rubin. Legal ramifications of the tenure crises. Journal of Collective Negotiations in the Public Sector, 6(2):119-129, 1977.

292 Lavaroni, C.W. Replacing tenure with periodic review. Phi Delta Kappan, 58: 499-500, Feb. 1977.

293 Layoffs of tenured faculty. NCSCBHE Newsletter, 5(3): June/July 1977.

294 University of Wisconsin regents extend probation period before granting tenure from 7 to 10 years. The Chronicle of Higher Education, 2, Aug. 1, 1977.

THIRD PARTY REPRESENTATION

295 Aussieker, Bill Multilateralism and faculty unionism. In Proceedings of the 28th annual meeting Industrial Relations Research Assoc., ed by James L. Stern. Madison, Wisc, IRRA, 1976, pp. 93-100.

296 Cheng, Charles W. Community representation in teacher collective bargaining: problems and prospects. Harvard Educational Review, 46: 153-74, 1976. (Correspondence 47:95-102, Feb. 1977.)

TRUSTEES

297 Angell, George W. Role of college trustees in faculty collective bargaining. Washington, Association of Governing Boards, 1977.

298 College trustees cannot be forced to bargain under recognition pact. Government Employee Relations Report, 11-12, Oct. 10, 1977.

299 Rinnander, Elizabeth Sources and information. (Trustees) New Directions for Community Colleges, 4(3): 99-106, Aug. 1976.

300 Role of the trustees in 4-year colleges. NCSCBHE Newsletter, 5(2): Mar./April, 1977.

UNIONS

301 American Association of University Professors. AAUP policy documents and reports. Washington, D.C., AAUP, 1977.

302 Bonham, George. Three union leaders talk about the academic future. (Albert Shanker, AFT; John Ryor, NEA; Woodley B. Osborne, AAUP). Change, 30-35, March 1977.

303 Federal Elections Commission files lawsuit against NEA to stop them from automatically deducting political campaign money from members' paychecks. Government Employee Relations Report, 730: 13-16, Oct. 17, 1977.

304 Goodwin, Harold I. Union rights. Collective Bargaining Perspectives, 2(7), July 1977.

305 An interview with Irwin Polishook, president of Professional Staff Congress at City University of New York. Higher Education Daily, May 27, 1977.

306 Loewenthal, Alfred and Robert Nielsen Unions in academia: a bargaining frontier. American Federationist, 84:18-23, April 1977.

307 NEA and AFT officials indicate willingness to hold merger talks. Government Employee Relations Report, 727:18-20, Sept. 26, 1977.

308 NEA now second largest union in U.S. Higher Education Daily, 6, Sept. 8, 1977.

309 Osborne, Woodley B. AAUP in collective bargaining: the first five years. Academe, 11(2):1,19, June 1977.

UNIONS (cont'd)

310 Semas, Philip W. NEA takes another look at college organizing, leaders want to integrate higher education with the organization's other activities and concentrate their efforts to unionize professors on fewer of nation's campuses. The Chronicle of Higher Education, 7, July 11, 1977.

WOMEN

311 Divine, T.M. Women in the academy: sex discrimination in university faculty hiring and promotion. Journal of Law and Education, 5:429-51, October 1976.

312 Lussier, V.L. Academic collective bargaining: panacea or palliative for women and minorities? Labor Law Journal, 27:565- , 1976.

313 National Association for Women Deans. A grievance handbook for women educators. Washington, 1977.

WORKLOAD

314 Faculty workload: community colleges, fall 1975. Hawaii University, 1975.

315 Goeres, Ernest R. Compensation for overload and extra contractual services. Collective Bargaining Perspectives, May, 1977.

316 Schaffer, Dennis R. Collective bargaining and/or instructional development: a question of interdependence or independence. (Paper presented at the Assoc. for Educational Communications and Technology, April, 1976). (ERIC ED122837).

NEWSWORTHY EVENTS - 1977

NEWSWORTHY EVENTS - 1977

Contracts and Settlements

317 AAUP and University of Delaware agree to 13.5 percent faculty hike. Government Employee Relations Report, 738: 21-22, Dec. 12, 1977.

318 Alaska teachers have contract after protracted negotiations and 8-day strike. Government Employee Relations Report, 17, June 6, 1977.

319 Criticism continues over State University of New York's new contract lay-off provisions. Academic Collective Bargaining Information Service, Fact Sheet #35, Apr. 1977; and The Chronicle of Higher Education, 14, Mar. 21, 1977.

320 First contract for Illinois four-year colleges signed at Board of Governor's System - academics, librarians, counselors and learning services staff represented by AFT. Government Employee Relations Report, 738:9-10, Dec. 12, 1977.

321 Merit pay for University of Northern Alabama professors upheld in Alabama -- despite challenge by tenured faculty. The Chronicle of Higher Education, 2, August 15, 1977.

322 Service workers at University of Alabama cancel strike, accept raises. Government Employee Relations Report, 721:21, August 15, 1977.

323 State University teachers in Florida get $1,750 raise. Government Employee Relations Report, 712:18, June 13, 1977.

324 State University of New York signs 2-year pact with teaching and non-teaching professionals at 34 institutions. Government Employee Relations Report, 700:17, Mar. 21, 1977.

325 Temporary "memorandum of understanding reached at Kent State University. AAUP Collective Bargaining Newsletter, June 15, 1977.

326 University of Rhode Island and AAUP reach summer pay agreement. Government Employee Relations Report, 703:16, Apr. 11, 1977.

Discrimination Issues

327 Affirmative action suits: one settled at University of Northern Iowa, one suit filed at Michigan State University. The Chronicle of Higher Education, 2, Mar. 7, 1977.

328 Contra Costa College, Calif, pays $80,000 and settle bias charge in employment. The Chronicle of Higher Education, 2, Dec. 19, 1977..

329 EEOC: sues Southwestern Baptist Theological Seminary (Texas) over employment information. Higher Education Daily 1, June 1, 1977.

330 Few women, minorities in higher ed administration, studies show. Higher Education Daily, 5, June 23, 1977.

331 University of Southern Illinois to pay $80,000 to former tenured professor in sex discrimination case. Higher Education Daily, 5, Sept. 19, 1977.

Due Process and Grievances

332 California State University upheld in firing of tenured professor. The Chronicle of Higher Education, 7, June 20, 1977

333 Canadian teachers (CAUT) lift censure of Simon Fraser University... almost 8 years after 8 faculty members lost their jobs...in academic freedom controversy. The Chronicle of Higher Education, 3, May 23, 1977.

334 Iowa appeals court upholds faculty dismissal at University of Dubuque - judges say it's up to campus officials to decide whether university faces financial exigency. The Chronicle of Higher Education, 6, May 9, 1977.

335 Professor at Wayne State University not deprived of "fair consideration" when promotion and tenure denied. Labor Relations Reporter. Labor Arbitration and Dispute Settlements. July 20, 1977.

Elections and Bargaining Units

336 American Association of University Professors v. Board of Regents of the University of Nebraska (Nebraska Supreme Court 67 SCJ 243, January Term, April 13, 1977) Government Employee Relations Report, 712:12-13, June 13, 1977. Separate bargaining units approved for separate campuses, and for law and dental schools.

337 Bargaining delayed at Delaware State College pending resolution of challenge to inclusion of chairpersons in unit. ACBIS Fact Sheet #38, 4, August 1977.

338 California board favors single faculty unit for community college district (Los Rios Community College District)...including both full time and part-time instructors. Government Employee Relations Report, 713:15-16, June 20 1977.

339 City of Cambridge, Massachusetts ordered by state's Labor Relations Commission to bargain with city hospital's House Officers' Association covering interns and residents. ACBIS Fact Sheet #39, Sept. 1977.

340 Court review of bargaining asked by University of Massachusetts re: inclusion of department chairmen and part-time teachers in bargaining unit. The Chronicle of Higher Education, 5, Apr. 4, 1977.

341 Decertification attempt fails at Fairleigh-Dickinson University. (AFT) ACBIS Fact Sheet, Nov. 1977.

342 Election scheduled for December by Massachusetts Labor Relations Board in which faculty members at all state colleges will vote for single representation ACBIS fact sheet 41, Nov. 1977.

343 Faculty may decertify at Central Michigan University. Academic Collective Bargaining Information Service, Fact Sheet #33, Feb. 1977.

344 Florida Community College teachers vote for statewide organization. United Community College Faculty of Florida. Government Employee Relations Report, 706:23, May 2, 1977.

345 House Officers Association for the University of Nebraska Medical Center and affiliated Hospitals v. University of Nebraska Medical Center (Nebraska Supreme Court 67 SCJ 297 January Term, 1977 Numbers 40912, 4040, June 22, 1977). Government Employee Relations Report, 721: 11-12, August 15, 1977. University interns and residents are entitled to bargain, but not in own separate unit.

346 Inclusion of librarians and department chairpersons in unit of New Hampshire State University's academic faculty members, approved by supreme court in ruling on actions by Public Employee Relations Board. Academic Collective Bargaining Information Service. Fact sheet 35, April 1977.

347 Niagara University v. NLRB (No.76-4628 July 21, 1977). Labor Relations Reporter. Decisions of the Courts. 95 (35):3354-58, August 29, 1977. Improper exclusion of religious faculty from lay unit.

348 Pennsylvania State University faculty reject unionization by big margin. Government Employee Relations Report, 703:14, Apr. 11, 1977.

349 Priests can join lay faculty bargaining unit at St. Francis College in Pa., under ruling by 3rd U.S. Circuit Court of Appeals. Higher Education Daily, 4, Aug. 25, 1977.

350 Union election invalidated at Mercy College by NLRB - one - vote margin in election ruled invalid. The Chronicle of Higher Education, 2, Sept. 6, 1977.

Governance

351 Collective bargaining and faculty governance: NLRB counsel rules that private colleges needn't negotiate over role of senates and committees. The Chronicle of Higher Education, 7, July 5, 1977.

352 College faculties seeking more power over governance, but administrations resist. The New York Times, D17, Sept. 14, 1977.

Graduate Assistants

353 Graduate assistants at Syracuse University English Department protest work-load. The Chronicle of Higher Education, 2, Feb. 14, 1977.

354 University of Oregon graduate assistants win bargaining rights. Graduate assistants have unionized at University of Michigan and University of Wisconsin at Madison. Unionization rejected at University of Minnesota. The Chronicle of Higher Education, 2, Mar. 7, 1977.

Legislation

355 Agency shop imposed on state workers in New York, permissive in localities, as a result of new amendments to Taylor Law. Government Employee Relations Report 724: 11-14, Sept. 5, 1977.

356 California collective bargaining bill not dead yet...Defeated by state Senate Education Committee who later voted to reconsider measure. Higher Education Daily, 5, Aug. 17, 1977.

357 Faculty bargaining draws comments in California, Illinois, Wisconsin... California State University and Colleges Board of Trustees still against collective bargaining... Southern Illinois University trustees hold off on bargaining until enactment of bargaining law...and University of Wisconsin officials testify on bills providing for faculty bargaining. Government Employee Relations Report 719:20-21, Aug. 1, 1977.

358 Faculty unions look forward to break-throughs in South...though most states don't have laws providing for bargaining in the public sector. Higher Education Daily, 1, Sept. 2, 1977.

359 Kansas bargaining law changed-amendments cover community college faculty. ACBIS Fact Sheet #39, Sept. 1977.

360 Labor law revisions seen as "first step" toward NLRA coverage for public employees. Higher Education Daily, 5, July 18, 1977.

361 A new law extends organization, representation and collective bargaining rights to classified employees of Baltimore County Community Colleges; strikes are prohibited. Labor Relations Reporter. Summary of Developments. 95(35): Aug. 29, 1977.

362 Southern Illinois University board of trustees voted against giving professors the right to organize...as state legislature considers bills to extend collective bargaining rights to higher education faculty. Higher Education Daily, 5, July 19, 1977.

NLRB

363 Boston University challenges NLRB in their continued refusal to bargain with AAUP representatives. Academic Collective Bargaining Information Service, Fact Sheet #35, Apr. 1977.

364 NLRB hears argument on employer's refusal of union demands for employment data. Higher Education Daily, 3, Sept. 9, 1977. (also in NLRB Press Release August 31, 1977)

365 NLRB orders University of Bridgeport to sign union contract after university trustees had refused to ratify pact. The Chronicle of Higher Education, 8, June 20, 1977.

366 NLRB sets new rules for union elections...may eliminate some delays in elections at private colleges and universities. The Chronicle of Higher Education, 16, September 6, 1977.

367 National Labor Relations Board upholds administrative law Judge's decision that Kendall College administration unlawfully refused to meet and bargain. Academic Collective Bargaining Information Service, Fact Sheet #35, Apr. 1977.

Research in Progress

368 Carnegie Foundation for the Advancement of Teaching will conduct an analysis of the academic labor market. (Ford Foundation)

369 Effect of arbitration decisions on higher education and collective bargaining techniques. Association of American Colleges. (Carnegie Corporation of New York)

370 Higher Education Research Institute to study effects of factors such as salary, tenure, job enrichment on job mobility among faculty members. (Ford Foundation)

371 Howard University will study the age structure of the American faculty and investigate methods of insuring the availability of positions to new instructors. (Ford Foundation)

372 Pennsylvania State University study moves toward regional long-range planning and resource allocation in higher education. (Ford Foundation)

373 University of California at Berkeley to analyze effect of changed market conditions and affirmative action policies on hiring and advancement of sociology professors. (Ford Foundation)

Retirement

374 Colleges fight shift in retirement age; lobbyists oppose two bills in Congress. The Chronicle of Higher Education. II, Sept. 19, 1977. (also in Higher Education Daily, Sept. 16, 1977).

375 Higher Ed wins exception in Senate age Discrimination bill, in action by Senate Human Resources Committee. Higher Education Daily, 1-2, Oct. 3, 1977.

Salaries

376 Faculty salary increases matched inflation this year, according to findings by the AAUP. Higher Education Daily 5, June 15, 1977.

Strikes

377 AFT's 5-week strike ends at Bucks County Community College, Pa. Government Employee Relations Report, 733:20, Nov. 7, 1977.

378 Faculty strike, precipitated by breakdown in bargaining talks, ends at Connecticut's state technical colleges. Academic Collective Bargaining Information Service, Fact Sheet #35, Apr. 1977.

379 3-week strike at C.W. Post Center of Long Island University ends...govern ance was the main issue. Higher Education Daily, 5-6, Sept. 30, 1977.

380 Dowling College, (N.Y.) faculty accepts contract ending. The New York Times 9/22/77.

381 Faculty members, clerks strike N.Y. colleges - faculty members at Dowling College and Wagner College, and clerical workers at Hofstra. The Chronicle of Higher Education 2, Sept. 12, 1977.

382 Faculty strikes settled at two New York colleges - Dowling and Wagner. The Chronicle of Higher Education, 2, Oct. 3, 1977.

383 Two faculty strikes settled in Illinois - Joliet Junior College and Thornton Community College. The Chronicle of Higher Education, 2, Oct. 17, 1977.

384 Service workers end 26-day strike at 3 Michigan campuses. The Chronicle of Higher Education, 2, Apr. 4, 1977; and Government Employee Relations Report, 700:19-20. Mar. 21, 1977.

385 Stevens Institute of Technology faculty ends strike after 18 days -- with no agreement on contract. The Chronicle of Higher Education, 4, Feb. 22, 1977. (Also in Academic Collective Bargaining Information Service, Fact Sheet #34, Mar. 1977.)

386 Two Stevens Institute of Technology professors reinstated after dismissal over strike. Higher Education Daily, 2, Apr. 29, 1977.

387 133-day faculty strike ends at University of Quebec at Montreal. The Chronicle of Higher Education, 4, Feb. 28, 1977.

388 Teaching Assistants walk off job at UCLA...to protest announced cutbacks in numbers of assistants to be hired next year. The Chronicle of Higher Education, 2, May 16, 1977.

389 Faculty strike ends at Wentworth Institute, D.C. The Chronicle of Higher Education, Nov. 14, 21, 1977.

390 Faculty ends one day strike at Western Michigan University...salary schedules were main point of contention. Higher Education Daily, 3, August 30, 1977; 5, September 2, 1977 (also in The Chronicle of Higher Education, 2, Sept. 6, 1977).

391 Blue collar workers strike at Yale University. The Chronicle of Higher Education, Oct. 11, Nov. 14, 1977.

Tenure & Retrenchment

392 AAUP censures four institutions for what it considers violations of "generally recognized principles of academic freedom and tenure." Higher Education Daily 3, June 15, 1977.

393 Judge upholds City University of New York retrenchment layoffs in Klein v. New York City Board of Higher Education ruling. Higher Education Daily, 1, Aug. 9, 1977. (Also in The Chronicle of Higher Education, 9, Sept. 6, 1977.)

394 Laid-off faculty member wins $18,000 in damages. Goucher College, Maryland. The Chronicle of Higher Education, 7, June 20, 1977.

395 Mass dismissals at City University of New York handled poorly, AAUP says ...but investigating group cites mitigating factors. The Chronicle of Higher Education, 6, May 16, 1977.

396 Non-renewal of contracts...number of young professors who are not rehired and who are denied tenure has been rising...The Chronicle of Higher Education, 4-5, May 16, 1977.

397 Some teachers are tenured some are not, California appeals court holds in case of part-time community college teachers who contended they were entitled to permanent status... criterion for claims...is date of change in educational code. Government Employee Relations Report 14, June 6, 1977.

398 State University of New York fired over 100 faculty members in 1975 without showing signs of financial exigency, says AAUP. Higher Education Daily, 3, Sept. 20, 1977.

399 University of Wisconsin regents extend probation period before granting tenure from 7 to 10 years. The Chronicle of Higher Education 2, August 1, 1977.

Unions

400 AAUP rejects proposal for alliance with NEA -- but talks may be held on other alternatives. The Chronicle of Higher Education, 4, Feb. 28, 1977. (Also in Government Employee Relations Report, 691:17, Jan. 17, 1977.

401 AAUP, University of Rhode Island Chapter V. Board of Regents for Education (No. 75-273 Appeal, May 10, 1977). Labor Relations Reporter, Decisions of the Courts. 95(33): 3293-3294, Aug. 22, 1977. Four unions raise issue re interpretation of State Appropriation Act.

402 Abood v. Detroit Board of Education. Supreme Court rules that public employees can be required to pay "agency fees" to labor union representing them...if employee objects to use of fee for political purposes, fee must be reduced. Academic Collective Bargaining Information Service, Fact Sheet #37, June 1977.

403 NEA now second-largest union in U.S. Higher Education Daily, 6, Sept. 8, 1977

404 Check-off may be negotiated separately from comprehensive labor agreement between Florida public employers and unions, Public Employee Relations Commission decided, in case involving Palm Beach Junior College. Government Employee Relations Report 709:10-11, May 23, 1977.

405 Money, job security, governance are main concerns for faculty unions. Higher Education Daily 5, Aug. 26, 1977

406 NEA takes another look at college organizing; leaders want to integrate higher education with the organization's other activities and concentrate their efforts to unionize professors on fewer of nation's campuses. The Chronicle of Higher Education. 7, July 11, 1977.

407 Supreme Court okays compulsory dues for non-union teachers. Higher Education Daily 3, May 25, 1977. (Text of Opinion: Abood v. Detroit Board of Education - Labor Relations Reporter: Decisions of the Courts. 95(7):2411-2433, May 23, 1977.)

408 Unions on the college campus: the struggle gets sharper. U.S. News and World Report, 59-60, August 22, 1977

Other

409 Board of Trustees at Kent State University pass resolution to permit student observer during contract negotiations. Academic Collective Bargaining Information Service, Fact Sheet #33, Feb. 1977.

410 Emerson College in Boston and University of Delaware face faculty-trustee question. Delaware government appoints AAUP leader to Board of Trustees over university objections. Academic Collective Bargaining Information Service, Fact Sheet #32, 33, Jan., Feb. 1977.

See Bibliographies for continuation of citation numbers.

INDEXES

AUTHOR INDEX (and Citation Numbers)

Abell, M.D. 189
Acosta, Sam 121
Adler, D. 142
Alm, Kent G. 255
Andes, John O. 140
Angell, George W. 27, 193, 199, 297
Arrowsmith, B.G. 122
Aubuchon, James M. 282
Aussieker, Bill 277, 295

Bacon, Janet N. 200
Bain, Trevor 266
Baldridge, J.V. 10, 61, 155, 246
Begin, James P. 18, 28, 65, 74, 144, 163
Bender, Louis W. 171
Beninate, Nicholas A. 66
Berkeley, A. Eliot 221
Birnbaum, Robert 267
Blackwell, Thomas E. 411
Blanchard, Bryan K. 67
Bodner, Gerald A. 283
Bonham, George 302
Borland, David T. 29,
Bowen, J.J. 75
Brousseau, R.T. 245
Brown, Ronald C. 286
Brown, William W. 268
Bruker, R.M. 269
Bullis, Bruce R. 123
Byrnes, Joseph F. 201

Carbone, Gilbert J. 270
Carlton, Patrick W. 76
Carroll, Robert D. 5
Carter, D.D. 55
Centra, John A. 108
Chait, Richard P. 289, 290
Chamberlain, Philip C. 59
Chandler, Margaret K. 31, 145
Chanin, Robert H. 166
Chaplan, Margaret 190
Cheng, Charles W. 296
Chichura, Andrew D. 32
Coe, Allan C. 413
Collinwood, Dean W. 33
Coughlin, Ellen K. 249
Cresswell, Anthony M. 35
Creswell, John W. 41
Crossland, Fred E. 6, 194
Cruzat, G.M.S. 191

Davis, Barbara C. 23
Divine, T.M. 311
Doherty, Robert E. 36
Drucker, Peter F. 117
Duryea, E.D. 146, 147

Earley, J.F. 97
Eaves, Thomas A. 124
Edelstein, Stewart 150
Ehrle, E.B. 97

Faia, Michael A. 247
Fanning, Paul W. 180
Faust, Sonia 203
Feild, H.S. 111
Feller, David E. 30,
Ferguson, John B. 129
Fields, Cheryl M. 15, 101
Finkin, Matthew W. 30
Fisher, Charles F. 7
Fiske, Edward B. 8, 148
Foster, Leo 125

Gable, Myron 19
Garbarino, Joseph W. 30,37
Gardiner, Richard A. 68
Gardner, Don E. 110
Gerry, Frank C. 284
Gies, Joseph C. 242
Goeres, Ernest R. 141, 272, 315
Golden, Allan J. 38
Goodwin, Harold I 77, 236, 304
Greenfield, Ester 102
Griggs, Walter 291

Harf, James E. 202
Harmon, L. 416
Harris, Robin S. 417
Heeter, Judith S. 16
Holley, W.H. 111
Howe, Ray A. 126
Hudson, Bennett 418

Jascourt, Hugh D. 166
Johnson, Mark D. 149, 257
Jones, Leslie H. 127

Julius, Daniel J. 39
Juris, H.A. 227

Kearney, R.C. 276
Kellett, Robert H. 25
Kelley, Edward P., Jr. 9, 27, 40
Kemerer, Frank R. 10, 61, 137
Kerchner, Charles T. 243
Kerstiens, Gene 11
Kieft, Raymond 195
King, Judith D. 251
Kramer, Gerald H. 41

Ladd, Everett C. 252
Lavaroni, C.W. 292
Lawler, John 37
Lichtenstein, Grace 103
Lilley, H. Edward 119
Lipset, Seymour M. 252
Loewenthal, Alfred 306
Lussier, V.L. 312

McCamey, Marion B. 42
McConnell, T.R. 150
McFadden, Ronald B. 151
Mannix, Thomas M. 165
Marks, Kenneth E. 419
Meeth, L. Richard 420
Menard, Authur P. 43
Meskill, L. Drew 98
Metzler, John H. 69
Milliken, Marie M. 44
Miner, Robert W. 138
Morgan, D.R. 276
Mortimer, Kenneth P. 46, 152, 257
Moxey C. 190
Murphy, Michael 35
Myers, Donald A. 421

Najita, Joyce M. 129, 203
Naples, Caesar 139
Neddy, John C. 147
Nicholson, M.W. 47
Nielsen, Robert 153, 306
Nighswander, James K. 48

Odewahn, C.A. 12
Osborne, Woodley B. 309

Parekh, Satish B. 196
Parr, Kenneth S. 130
Peterson, Vance I. 167
Pezdek, Robert V. 424
Phelps, Douglas 425
Poisson, David E. 285
Polishook, Irwin H. 113, 305
Puffer, Wm. C. 154

Reichmann, S. 13
Rhodes, A. Lewis 120
Rhodes, Eric F. 51
Richardson, Richard C., Jr. 152, 197
Riley, Gary L. 155
Riley, Jack 131
Rinnander, Elizabeth 299
Roberts, Dayton Y. 427
Rodriguez, R.L. 9
Rood, H.J. 168
Rothman, William A. 433
Rubin, Harvey W. 291
Rugen, Richard H. 156
Ryor, John 302

Satryb, Ronald P. 137
Schaffer, Dennis R. 316
Schwartzman, Herbert D 157
Semas, Philip W. 1, 26, 56, 158, 175, 176, 183, 212, 310
Semeniuk, S.F. 57
Sensenbrenner, Richard J. 177
Shanker, Albert 302
Shaugnessy, Marlene 428
Shipka, Thomas A. 114
Shulman, Carol H. 429
Simon, A.M. 170
Smith, Robert A. 51, 132
Soloman, Lewis D. 16
Stone, Courtney C. 268
Storholm, Gordon 18
Stuart, William H. 204
Sturtz, Alan J. 159
Sullivan, Nancy 58

Thomas, C.R. 205
Thompson, John A. 186
Tice, Terrence N. 52, 430
Torrence, Wm. D. 280
Tracz, George S. 198
Trivett, David A. 248

Usiewicz, Ronald A. 14

Vaccaro, Louis C. 244
Vitton, John J. 280

Walker, Donald E. 62, 63
Walsh, John 281
Wattenbarger, James L. 418
Weatherford, John W. 192
Weil, Joseph H. 166
Weisberger, June M. 178
Willard, Donald S. 254
Willis, Richard S. 134
Wilson, Logan 161
Wollett, Donald H. 162
Woodbury, Kenneth B. 71
Woolston, Charles M. 135

Zoglin, Mary Lou 72
Zuger, Abigail 73

TITLE INDEX (and Citation Numbers)

AACRAO salary survey report 269
AAUP censures City University of New York, other colleges in academic freedom cases 4
AAUP in collective bargaining: the first five years 309
AAUP policy documents and reports 301
Academic bargaining: origins and growth 28
Academic collective bargaining: panacea or palliative for women and minorities 312
Academic freedom and tenure 1
Academic freedom and tenure: the State University of New York 2
Affirmative action in higher education: towards a rationale for preference 16
Agency shop imposed on state workers in New York, permissive in localities, as a result of new amendments to Taylor Law 82
The agency shop in public education 83
An analysis of selected factors which influence attitudes of administrators in Ohio's and Pennsylvania's publicly - supported higher education institutions relative to collective bargaining 14
An analysis of some aspects of social conflict at Henry Ford Community College (1963-1973) 126
Analysis of the attitudes toward collective bargaining of faculty at the Maryland State Colleges 135
Anti-bias safeguards in Title IX don't apply to teachers, judge rules 15
Application of state sunshine laws to institutions of higher education 170
Appropriate unit determination for state university faculty under the Iowa Public Employment Relations Act 21
The appropriateness of collective bargaining between educational institutions and their "student/employees": a legal analysis 283
Attitudes of middle management administrators concerning collective bargaining in a community college 11
Average faculty compensation at more than 2,000 institutions 265

Bargaining history - contract summaries: New Jersey Community Colleges; 1968-1977 74
Bargaining unit criteria 22
The board chairperson and the president 242

California collective bargaining bill not dead yet 179
California State University upheld in firing of tenured professor 287
Campus employment relations 52
Campus governance at Berkeley: a study in jurisdictions 150
Can a federal collective bargaining law for public employees meet the requirements of National League of Cities v. Usery? 166
Can nuns and priests be left out of a Catholic college's collective bargaining unit? No, says a court overruling the NLRB 26
Can you suggest workable alternatives to the tenure system 288
Canadian teachers (CAUT) lift censure of Simon Fraser University B.C....almost 8 years after 8 faculty members lost their jobs...in academic freedom controversy 3
Change from strife to accommodation in organizational behavior as affected by collective bargaining: a case study 32
City University of New York: mass dismissals under financial exigency 256
Collective bargaining: impact on governance 146
Collective bargaining: prospectus for the South 29
Collective bargaining: the faculty viewpoint and what collective bargaining means to university administrators 13
Collective bargaining agreements for state and county government employees 79
Collective bargaining and collegiality 60

TITLE INDEX (cont'd)

Collective bargaining and faculty compensation: a comparative analysis 276
Collective bargaining and faculty governance: NLRB counsel rules that private colleges needn't negotiate over role of senates and committees 158
Collective bargaining and governance - systems in conflict 162
Collective bargaining and legal influences in higher education 59
Collective bargaining and non-teaching professional personnel in higher education 25
Collective bargaining and/or instructional development: a question of interdependence or independence 316
Collective bargaining and private university governance: a look from the law schools 245
Collective bargaining and the academic librarian 192
Collective bargaining and wages in public higher education: The case of CUNY 266
Collective bargaining for academic staff: an overview 57
Collective bargaining for community colleges 69
Collective bargaining for universtiy faculty: legal perspective 55
Collective bargaining in academic librarianship 191
Collective bargaining in higher education: its implications for governance and faculty status for librarians 189
Collective bargaining in higher education: the first decade 39
Collective bargaining in higher education and the Hawaii bargaining statute: some comments 186
Collective bargaining in Illinois State universities: a study of faculty attitudes 131
Collective bargaining legislation for public higher education from the management side of the table 177
Collective bargaining problems in colleges and universities 51
College faculties seeking more power over governance, but administrations resist 148
College students and collective bargaining: avoiding future conflict 282
College trustees cannot be forced to bargain under recognition 298
College union contract: before and after; Chicago's municipal colleges 75
Collegiality and collective bargaining: an alternative perspective 62
Community college collective bargaining in New Jersey: study report and recommendations 65
Community college report, 1976-1978; tables summarizing salaries, fringe benefits and related practices affecting professionel employees of New York State community colleges 70
Community colleges: veterans of the bargaining table 73
Community representation in teacher collective bargaining: problems and prospects 296
Compensation for overload and extra contractual services 315
Continuing education for the professions 248

Court Cases

AAUP, University of Rhode Island Chapter v. Board of Regents for Education 95
Abood v. Detroit Board of Education 81
Association of Pennsylvania State College and University Faculties v. Commonwealth of Pennsylvania 93
Central Michigan University Faculty Assoc. v. Central Michigan University 91
City University of New York 92
Columbia Basin College, Assoc. of Higher Education v. Board of Trustees of Columbia Basin College 84

Court Cases (cont'd)
Cook County Community College 88
Cussler v. U. of Maryland 89
EEOC v. Colby College, Maine 99
Miami - Dade Community College District Board of Trustees v. PERC 86
Trustees of Boston University 90
U.S. District Court Hawaii 87
U.S. Supreme Court 85
University of Southern Illinois 105
Western District Supreme Court - Community College of Beaver County 94
Wilkins et.al v. University of Houston 96

Courts are rejecting most charges of sex bias made by women professors 101
The current status of faculty unionism in higher education: a statistical analysis 33

Decision-making authority of state coordinating boards for community colleges and local community college governing boards in certain administrative policy areas 159
Designing new personnel policies: bargaining for collegiality 63
Developing temporary faculty: the challenge posed by teaching assistants 116
Directory of teacher collective negotiation areas in Canada 54
Diversity in higher education; professional autonomy 246

Education and collective bargaining: readings in policy and research 35
Effect of collective bargaining on department chairpersons and deans 97
The effect of collective bargaining on the role of department chairman 98
Effects of faculty bargaining 47
Encouraging early retirement 250
The evaluation and development of college and university administrators 7
An exploration into the impacts of faculty unions on community colleges and their presidents 243
Exploring representation areas: colleges and universities 43

External governance in higher education: bane or boon 161

Facing financial exigency 137
Faculty and administrative attitudes toward collective bargaining in the North Carolina community college system 124
Faculty and administrative salaries in public community colleges of Illinois 274
Faculty appointments 119
Faculty association penetration of management functions: 2 year colleges in seven states 145
Faculty bargaining and the politics of retrenchment in Pennsylvania State Colleges, 1971-1976 257
Faculty bargaining draws comments in California, Illinois and Wisconsin 172
Faculty bargaining in public higher education 30
Faculty collective bargaining 46
Faculty collective bargaining: impact on planning 194
Faculty compensation under unionization: on analysis of current research and findings 268
Faculty growth contracts 109
Faculty moonlighting 118
The faculty salary and budget committee report on early retirement 251
Faculty salary increases matched inflation this year, according to findings by the AAUP 271
The faculty senate and collective bargaining: a case study of the SUNY faculty senate 154
Faculty union activity in 1976 37
Faculty union contracts: the new organizational rules 77
Faculty union strike activity: Reasons and measures; 1966-1975 277
Faculty unionism: a bright side 147
Faculty unions look forward to breakthroughs in South...though most states don't have laws providing for bargaining in the public sector 173
Faculty work stoppages in post-secondary education 280

Faculty workload: community colleges, fall 1975 314
Federal Elections Commission files lawsuit against NEA to stop them from automatically deducting political campaign money from members' paychecks 303
Federal labor law and higher education 206
Federal regulation and higher education 171
Few women, minorities in higher ed. administration, studies show 100
Financing higher education; basic facts underlying current issues 136
Fiscal crisis and collective bargaining 139
Five evaluation frameworks: implications for decision - making in higher education 110
Four year state colleges: the scope of collective bargaining 41
From equal to equivalent pay: salary discrimination in academia 102
From impasse to "lockout": Community College of Beaver County, September 1976 200

Governance and collective bargaining in 4-year institutions, 1970-1977 142
Governance as a subject of collective bargaining in higher education 157
Governance in institutions with faculty unions: six case studies 152
Governing academic organizations: new problems, new perspectives 155
Grievance guidelines 164
A grievance handbook for women educators 313
Grievance issues in Pennsylvania higher education resolved by arbitration 19
Ground rules, contract language, grievances and impasse resolution 76
Handbook of faculty bargaining 27
Hawaii faculty views on unionization: a changing pattern. 129
Higher education and the law; an administrator's overview. 167
Higher education collective bargaining: an analysis of the attitudes of academicians 134
Higher education leadership and faculty collective bargaining 40
Higher education lobbyists seeking exemption from legislation that would require them to pay faculty, working on Federal contracts, the local prevailing wage for similar work 273
Higher Education salary evaluation kit, a recommended method for flagging women and minority persons for whom there is apparent salary inequity 263
Hofstra University (NY) gives $125,000 in bonuses in pact linked to enrollment rise - provisions of this labor contract reported to be first of kind in American higher education 78
House passage of labor law reform bill 174
House passes bill to reform collective bargaining 175
The how and why of evaluating teaching 108

Identification and analysis of faculty attitudes towards the potential of collective bargaining in West Virginia state colleges and universities 127
Impact of collective bargaining on college and university management informations systems 198
The impact of faculty collective bargaining on campus administrators 10
Impact of faculty collective bargaining upon college and university trustees' responsibility for institutional long- range planning 193
Impact of fiscal crisis on collective bargaining 138
The impact of the faculty grievance process at Rutgers University: a research summary 163
The impact of the faculty arbitration process in the New Jersey State Colleges 18

Inclusion of librarians and department chairpersons in unit of New Hampshire State University's academic faculty members, approved by Supreme Court in ruling on actions by Public Employee Relations Board 24
Increasing use of part-timers condemned by teachers' union (AFT) 237
The influence of national faculty professional organizations on collective bargaining in small private liberal arts colleges 44
An interview with Irwin Polishook, president of Professional Staff Congress at City University of New York 305
An investigation of selected factors related to faculty attitudes towards the potential impact of academic student participation in the bargaining process 284
Is institutional prestige the key variable in faculty collective bargaining? 31
Is peer review viable today? 114

Kansas bargaining law changed - amendments cover community college faculty 181
Kansas strengthens bargaining law through amendments adding impasse procedures defining conditions of employment; listing prohibited union practices and excluding admininstrators 182

Laid-off faculty member wins $18,000 in damages; Goucher College, Md. plans to appeal jury's verdict 258
The latent power of faculty associations and adminstrative decision-making at community colleges 156
Law and performance evaluation in education: a review of court cases and implications for use 111
Layoff of 1,000 by City University of New York in 1976 is upheld by a federal judge 259
Layoff of tenured faculty 293
The legal aspects of unit determinations in faculty collective bargaining at public institutions of higher education 23
Legal issues in faculty terminations; an analysis based on recent court cases 168
Legal ramifications of the tenure crises 291
Linking compensation with enrollment 275
Long - range planning: an institution-approach to increasing academic vitality 196

Management prerogatives and faculty rights 199
Managing faculty reductions 255
Many professors would postpone retirement if law were changed 252
Mass dismissals at City University of New York handled poorly AAUP says...but investigating group cites mitigating factors 260
Men hold most top college jobs 5 year after U.S. order on bias 103
Money, job security, governance are main concerns for faculty unions 45
Most Virginia teachers are pro-collective bargaining, and think negotiations will inevitably come to the state 128
Multilateralism and faculty unionism 295
Myth of the collegial bargaining model 61

A nationwide survey of teacher education, faculty evaluation practices 112
NEA and AFT officials indicate willingness to hold merger talks 307
NEA now second largest union in U.S. 308
NEA takes another look at college organizing 310
The need for institutional planning 197
Negotiating contracts under collective bargaining 202
Negotiating cues 205
Negotiator -- for community college and technical institute trustees 64

NLRB hears argument on employers' refusal of union demands for employment data 207
NLRB sets new rules for union elections...may eliminate some delays in elections at private colleges and universities 208
NLRB's campus jurisdiction challenged 209
No progress this year: report on the economic status of the profession 1976-1977 264

NLRB Decisions

Boston University 212
Fairleigh Dickinson University, Rutherford, N.J. and AAUP 215
Mount Vernon College 211
Niagara University, Buffalo, N.Y. and Niagara University Lay Teachers Assoc. 217
Shaw College 214
Teachers College, Columbia University 216
Trustees of Boston University and Boston University Chapter, AAUP 213
University of Bridgeport, Conn. and University of Bridgeport Chapter, AAUP 210
Yeshiva University, N.Y. and Yeshiva University Faculty Assoc. 218

Non-Faculty

Blue collar workers strike at Yale University 234
City of Cambridge, Mass. ordered by state's Labor Relations Commission to bargain with city hospital's House Officers' Association covering interns and residents. 222
Clarification of NLRB's views on hospital housestaff 223
Collective bargaining in hospitals - labor agreements in the hospital industry 227
Custodians end week-long strike at Southern Illinois University 235
The doctor's dilema - student or employee 224
House Officers Association for the University of Nebraska Medical Center and Affiliated Hospitals v. University of Nebraska Medical Center 225
Interns and residents barred by national labor policy from attempting to secure collective bargaining rights 226
Labor law - exclusion of hospital housestaff from public employee collective bargaining in Pennsylvania 228
Labor relations in hospitals and health care facilities 221
Maintenance employees of medical center operated by university do not constitute appropriate unit 233
A new law extends organization, representation and collective bargaining rights to classified employees of Baltimore County Community Colleges; strikes are prohibited 232
NLRB v. Committee of Interns and Residents 220
NLRB v. Committee of Interns and Residents, and New York State Labor Relations Board 229
Student workers or working students 230
Unit of clinical, technical and service employees of Harvard Medical Schools 219
University trustees at University of Arkansas Medical Center refuse to recognize union 231

Nonmedical insurance benefits 140
Non-renewal of contracts:...number of young professors who are not rehired and who are denied tenure has been rising 261
Notes from a college president: issues in American higher education 244
Notes on recent legislative, administrative and judicial developments 178
Number of faculty in bargaining units rising steadily 58

TITLE INDEX (cont'd)

Observations on collective bargaining: implications for academic management 9
An organizing year for teacher unions - except at California community colleges, relatively few faculties will vote on bargaining 183
Overviews of issues in higher education: declining test scores, collective bargaining and state planning 49

Part-time faculty 236
Part-time faculty in 2-year colleges 238
Patterns in grievances and arbitrations 165
Peer judgment and due process 113

PERB Decisions

Central Michigan University Faculty Association v. Central Michigan University 239
Eastern Washington State College 241
New Jersey Public Employment Relations Commission-Middlesex County College 240

The perceived effects of collective bargaining agreements on the distribution of power over selected aspects of decision - making within 2 - year colleges 151
The perceived effects of teacher collective bargaining on schools and colleges -- a survey of North Central Association Administrators 48
Poll indicates majority of faculty at University of Wisconsin oppose bargaining 50
Power and politics in the community college 72
The pre-collective bargaining organizational period 36
Preparing for collective bargaining 68
Pressure point on campus: academic program planning and resource allocation in conflict with the bargaining table 195

The professor as featherbedder; teachers need new management techniques, including a substitute for tenure 117
Professors lose union rights in 2 Canadian provinces - Alberta, British Columbia change legislation 56
Public sector bargaining and strikes 278

Relationship between university faculty satisfaction with rewards and attitudes toward collective bargaining 125
Replacing tenure with periodic review 292
Representing the faculty in a unionized college: the tasks and roles of a chief negotiator 201
Role of college trustees in faculty collective bargaining 297
Role of faculty unions in governance 153
The role of the faculty in budgetary and salary matters 115
Role of trustees in 4-year colleges 300

Sabbatical, personal, maternity and sick leave policies 141
Salary schedules and initial placement of personnel 272
Scope of collective bargaining in Pennsylvania community colleges 71
The scope of faculty bargaining: implications for academic librarians 190
The scope of the arbitrator 20
Senate passes bill raising permissible mandatory retirement age from 65 to 70 but votes to continue to allow forced retirement at 65 of executives whose pensions total at least $20,000 a year and college university faculty with full tenure 253
Seniority in the spotlight 169
Some characteristics of faculty union memberships and their implications 120
Sources and information. (Trustees) 299
Southern Illinois University board of trustees voted against giving professors the right to organize 184

State-institutional governance relationships under faculty collective bargaining in the Pennsylvania state college and university system, 1971-1976 149
State University of New York fired over 100 faculty members in 1975 and 76 without showing signs of financial exigency, says AAUP 262
Statement on government of colleges and universities 143
Statutory definitions of the scope of negotiations: the implications for traditional - faculty governance 144
Stevens Institute of Technology: after the strike, still unsettled 281
The strike scene 279
Student participation in academic collective bargaining 285
A study of administrator attitudes at the nine state universities of Florida toward faculty collective bargaining and their relationship to selected demographic variables 5
A study of community college faculty salaries and employer - paid insurance benefits 270
A study of faculty and administrator opinions about and knowledge of collective bargaining at a non-union university 122
A study of faculty perceptions toward selected aspects of collective bargaining by residential instructional staff at Washington State University 121
A study of opinions toward collective bargaining for public education employees as percived by selected members of the 1975 Alabama state legislation 180
A study of selected aspects of community college social systems which operate under collective bargaining based on the perceptions of campus chief executives 67
A study of the differences in attitudes toward selected aspects of collective bargaining in postsecondary education among full-time faculty members in the Virginia community college system 132
A study of the effects of the first faculty collective bargaining agreements on faculty and administration relationships at the City University of New York 38
A study of the process of conflict resolution associated with collective bargaining in a community college setting 204
A study to determine the impact of the state of Florida's new collective bargaining guidelines on the personnel policies and procedures of eight community colleges in Florida 66
Supreme Court to hear arguments in case that could determine whether college retirement plans must offer same benefits to male and female employees 104
A survey of faculty attitudes toward collective bargaining at Michigan private liberal arts colleges 130

Tables, compensation and academic bargaining 267
Task force appointed by Maryland General Assembly recommends enactment of state legislation to permit public employee collective bargaining 185
Teacher unions press for bargaining laws...both Congress and state legislatures are targets for lobbying 176
The tenure issue 289
Tenure rights in contractual and constitutional context 286
Three union leaders talk about the academic future 302
A time to retire; raising the mandatory retirement age 254
Trust and inclination of faculty toward collective bargaining at Northeastern Illinois University 123
Trustees and tenure review 290

Uniform employee selection guidelines to be proposed; higher ed. baffled 17
Union and administration roles in building public support for higher education, I 6
Union and administration roles in building support for higher education, II 8

Union rights 304
Unionism in academe 42
Unions in academia: a bargaining frontier 306
Unions on the college campus: the struggle gets sharper 53
University administrators' attitudes toward collective bargaining: a comparative analysis 12
University of Louisville to investigate bargaining 187
University of Oregon teaching fellows select AFT as collective bargaining agent, becoming third university where teaching assistants have unionized 106
University of Wisconsin regents extend probation period before granting tenure from 7 to 10 years 294
University professor wary of faculty unionization 133

When a university faculty rejects a contract 203
Who controls the universities 160
Why leave professors out? A Senate-passed bill prohibits mandatory retirement before age 70 for most Americans. A specific exception: tenured faculty members 249
Will unions make us less professional 247
Wisconsin Legislature committee sets aside 3 bills that would have provided collective bargaining for University of Wisconsin faculty 188
Women in the academy: sex discrimination in university faculty hiring and promotion 311

SUBJECT INDEX (and Citation Numbers)

AAUP 1, 2, 4, 262, 264, 271, 281, 302, 309, 317, 336, 392
See also Unions
Academic administrator 145
Academic freedom 1-4, 333, 392
Administration 3-14
. Attitudes 5, 12, 14, 122, 124
. Community colleges 67
. Faculty relationship 38
. Governance 352
. Role 68
. Salaries 274
. Women 100, 330
Affirmative Action 15-17
See also Discrimination, Women
AFT 302, 307, 320
See also Unions
Agency shop 81-3, 87, 355
Alabama 321
Alaska 318
Alberta 56
Appointment, faculty 119
Arbitrability 93
Arbitration 18-20
See also Grievance procedures
Arbitrator 20
Attitudes,
See Faculty - Attit.,
Admin. - Attit.,
Legislators-Attit.

Baltimore County Comm. Coll, Md. 361
Bargaining impasse 200
Bargaining units 21-26, 336-338, 340, 342, 346-7, 349
See also Unit determination
. Dental schools 336
. Dept. chairpersons 23-24, 212, 215, 337, 340, 346
. Law schools 336
. Librarians 24, 192, 346
. Multi-campus 23, 336
. Professional schools 23, 212
. Religious orders 217, 347, 349
. Students 23
Bibliographies 411-433
Boston University 90, 212-3, 363
British Columbia 56
Bucks County Comm. Coll., Pa. 377
California 11, 150, 172, 179, 287, 323, 332, 338, 356, 397
California State College and University System 42, 287, 332
Canada, see Collective Bargaining-Canada, and names of institutions, provinces.
Carnegie Council on Policy Studies 30
CAUT 3, 333
Central Michigan University 91, 240, 343
Check-off, reverse 303
City University of New York 4, 38, 92, 256, 259, 260, 266, 305, 393, 395
Colby College, Maine 99
Collective bargaining 27-53
. Case studies 28, 126
. Effects of 48
. Effect on university structure 38
. Growth 39, 53
. Handbook 27, 52
. Impact on admin. 10
. Institutional prestige 31
. Organizational changes 32
. Pre-organizational period 36
. Public institutions 30
. Scope - 4 yr. state instit. 41
. Trends 33
Collective bargaining - Canada, 54-58, 333
. Strikes 387
College - community relations 244
Collegiality 59-63, 18, 163
Columbia Basin College, Wash. 84
Columbia Univ, N.Y. 216
Community College of Beaver County, Pa. 94, 200
Community College of Philadelphia 68
Community colleges 64-73
. Administration 11
. Attitudes 124
. Conflict resolution 204
. Contracts 74
. Effect of coll. barg. 48
. Fringe benefits 270
. Governance 72
. Presidency 243
. Salaries 270, 274
. State coordinating boards 159
. Trustees 299
. Workload 314

Community relations 244
Community representation 296
Conflict resolution 32, 204
Connecticut 210, 378, 391
Connecticut state technical colleges 378
Contra Costa Coll. Calif. 323
Contract clauses 79
Contracts 74-79, 317-326
. Analysis 74, 145
. Analysis-librarians 190
. Flexible 288
. Language 76
. Non-renewal 261, 396
. Provisions - Comm. Coll. 70
. Rejection of 203
Cook County Comm. Coll. Ill. 88
Court Cases 81-96
See also pages 43 to 44 for listing by parties
Court Cases - Colleges
. Boston Univ. 90
. Central Michigan University 91
. City University of New York 92
. Columbia Basin College, Wash. 84
. Community Colleges of Beaver County, Pa. 94
. Cook County Comm. Coll., Ill. 88
. Miami-Dade Comm. Coll., Fla. 86
. Univ. of Houston, Texas 96
. University of Maryland 89
. Univ. of Rhode Island 95
Court Cases - States
See Bibliography pages 9-10
Court Cases - Subjects
. Agency shop 81-3, 87
. Arbitrability 93
. Bargaining units 26
. Chairpersons 86
. Discrimination 89
. Discrimination-salaries 85
. Dismissals 258, 287
. Equal pay 96
. Evaluation 91
. Legislation, state 84
. NLRB 90
. Retrenchment 92, 94
. State appropriations 95
Court Cases - Subject (cont'd.)
. Strikes - illegal 88
. Taylor Law 81
. Terminations 168
. Trustees - limits to power 84
. Union activities 90,95
Deans 9, 97
Decertification 341, 343
Decision - making powers 246
. Dual jurisdiction 150
. Faculty 115
. Major shift 75
Delaware 317, 337, 410
Delaware State College 337
Dental Schools 336
Department Chairpersons 86, 97-98
See also Bargaining Units
. Effect of coll. barg. 97
. Unit inclusion 24, 215, 337
Directories - Canada 54
Discrimination 99-105, 327-331
. Hiring 311
. Promotion 311
. Salaries 85, 263
. Sex 89, 105
Dismissal
. Mass 256, 395
. Over strike 386
. Tenure 387, 332
District of Columbia 211, 389
Dowling College, N.Y. 380-2
Due process 18, 113, 163, 332-335
Eastern Washington State College 241
EEOC 329
El Camino College, Calif. 11
Elections 106, 336-350
. Delays 366
. Invalidated 350
. New NLRB rules 208
Emerson College, Mass 410
Employment information 329, 364
Enrollment - & salaries 78, 275
Equal pay 96
Evaluation 108-114, 292
. Court cases 91
. By students 240
Faculty 115-120
. Administration relationship 38
. Administration - governance 148
. Development of 117

Faculty appointment, See Appointment, Faculty
Faculty associations 156
. Influence on coll. barg. 44
. Decision-making powers 156
Faculty attitudes 13, 121-135
. Changing 129
. Students 284
Faculty rights 199
Faculty senate 154, 158, 186
. Role-NLRB Dec. 351
Fairleigh Dickinson Univ., N.J. 215, 341
Finances 115, 136-139
Financial exigency 137, 255-6, 262, 334, 398 See also Fiscal Crisis
Fiscal crisis 138, 139
Florida 5, 66, 323, 344
Florida Comm. Colleges 344
Four-year institutions 41
Fringe Benefits 140-141, See also Retirement
. Community colleges 270
. Male vs. female 99

Good faith bargaining 214
Goucher College, Md. 258
Governance 9, 45, 59, 142-62, 186, 244, 246, 351-2
. Case studies 152
. Comm. colleges 72
. Law schools 245
. Role of unions 153
. State government 149, 257
Government regulations 255
Graduate assistants 283, 353-4
. Strike 388
Grievance issues 19
Grievance procedures 163-165 See also Arbitration
Grievances 18, 332-335

Hawaii 129, 186, 203, 314
Henry Ford Community College, Mich. 126
Hiring practices 272
Hofstra University, N.Y. 78

Illinois 75, 88, 105, 123, 131, 172, 184, 274, 320, 331, 357, 383
Impasse 200
Information systems - effect of coll. barg. 198
Institutional planning, see Long-Range Planning
Institutional prestige 31
Institutions - goals 196
Instructional development 316
Interns and residents 283, 339, 345 See also Non-faculty - Interns & Res.
Iowa 21, 327, 334

Job security 45, 293
Joliet Jr. College, Ill. 383

Kansas 181-2, 359
Kent State University, Ohio 325, 409
Kentucky 187

Labor law 174, 206
Law schools 245, 336
Lay-off
. Contract provisions 319
. Damage suit 394
. Tenured faculty 293
See also Retrenchment
Legal issues 59, 166-170
. Canada 55
. Tenure rights 286, 291
. Unit determination 23
Legislation - Canada 56
Legislation - general 29, 171-78, 296, 355-62.
Legislation - State 84, 144, 179-88. See also 355-362 (Newsworthy Events)
. California - 1st college to organize 11
. Virginia 128
Legislators - attitudes
Librarians 189-192, 211
. Effect of coll. barg. 192
. Faculty status 192
. Unit inclusion 24, 216
Lockout, see Work suspension
Long Island Univ. (C. W. Post), N.Y. 379

Long range planning 193-198
Los Rios Comm. Coll. District, Calif. 338.
Maine 99
Management 9
. and legislation 177
Management rights 199
Mandatory bargaining subjects 240
Maryland 89, 135, 185, 258
Massachusetts 90, 145, 212-3, 339, 340, 342, 363, 410
Maternity leave 141
Medical staff - status 283 See also Non-Faculty - Med. Staff
Mercy College 350
Merit Pay 321
Michigan 91, 106, 126, 130, 145, 214, 240, 327, 343, 354, 384, 390
Michigan State University 327
Middlesex County College, N.J. 240
Minnesota 145, 354
Minorities - Salaries 263
Moonlighting 118
Mt. Vernon College, D.C. 211

National Labor Relations Act -
. amendment 174
. and public employees 360
NEA 302-3, 307-8, 310 See also Unions
Nebraska 336, 345
Negotiations 200 - 205
Negotiations, Scope of see Scope of bargaining
Negotiator, chief 201
New Hampshire State Univ. 346
New Jersey 28, 65, 74, 145, 163, 215, 240, 281, 341, 385-6
New Jersey State Colleges 18
Niagara Univ., N.Y. 217, 347
New York 4, 38, 70, 78, 82, 92, 145, 154, 216-218, 256, 259-60, 262, 266, 305, 353, 379-82, 393, 395, 398
NLRB 90, 158, 206-209
. jurisdiction 209
NLRB Decisions 210-18, 363-67 (See also p.47 for listing by parties)

NLRB Decisions - Colleges
. Boston University 209, 212-13, 363
. Columbia Univ., N.Y. 216
. Fairleigh Dickinson Univ., N.J. 215
. Kendall College 367
. Mt. Vernon College, D.C. 211
. Niagara Univ. N.Y. 217
. Shaw College, Mich. 214
. University of Bridgeport, Conn. 210, 365
. Yeshiva Univ. N.Y. 218
NLRB Decisions - States, see pages 21-22
NLRB Decisions - Subjects
. Bargaining units 212, 215, 218
. Dept. chairpersons 215
. Elections 366
. Employment data 364
. Good faith bargaining 214
. Librarians 211, 216
. Overruled by court 26
. Part-time faculty 218
. Private instit. right to unionize 212
. Refusal to bargain 213, 363, 367
. Refusal to execute agreement 210
. Senate role 351
. Trustees refusal to sign pact 365
Non-Faculty 219-235 See also Non-teaching professionals
. Alabama 322
. Arkansas 231
. Baltimore County Comm. Coll., Md. 232
. Bargaining Units 219
- Maintenance staff 233
- Medical staff 222-5
. Cambridge City Hospital, Mass. 222
. Connecticut 234
. Court Cases 220
. Duke University, N.C. 233
. Harvard College, Mass. 219
. Health Care Institutions 221-231
. Illinois 235
. Interns and residents - status 220, 222-6, 228-9
. Legislation 232
- Housestaff 228

Non-Faculty (cont'd.)
. Maintenance employees 233
. Maryland 232
. Massachusetts 219, 222
. Medical personnel 219, 222-5
. Nebraska 225
. NLRB
- Court case 220
- views on housestaff 223
. NLRB Decisions - by state 233
. North Carolina 233
. Pennsylvania 228
. Southern Illinois University 235
. Strikes 234-235, 322, 381, 384, 391
. Union recognition - refusal 231
. Univ. of Alabama 322
. University of Arkansas 231
. University of Nebraska Medical Center 225
. Yale University, Conn. 234
Non-teaching professionals 25, 324
North Carolina 124
Northeastern Illinois University 123

Ohio 14, 325, 409
Opening delayed 200
Opposition to coll. barg. 50
Oregon 106, 354
Organizational changes 32
Organizational structure 246
Overload 315

Part-time 218, 236-238, 397, See also Bargaining Units
Peer judgment 113-4
Pennsylvania 14, 19, 32, 68, 71, 93-4, 145, 149, 200, 257, 348, 349, 377
Pennsylvania State Colleges and Universities 149
Pennsylvania State Univ. 348
PERB (Public Employment Relations Boards) Decisions 70, 239-241
PERB Dec. - Subjects
. Mandatory bargaining subjects 240
. State statutes 241
. Student evaluation 239
. Unfair labor practice 241
Personnel policies 63
Presidency 9, 242-244
. Comm. Coll. 69
Private institutions
. And federal labor law 206
. And senate role 351
Probation 294, 399
Professional associations
. Influence on coll. barg. 44
Professional schools 245
Professional Staff Congress 305
Professionalism 246-248
Public Employment Relations Board, see PERB
Public Institutions 30
. labor law 360
Public sector labor relations 21, 278

Recognition 298
Refusal to bargain 213, 363, 367
Refusal to execute agreement 210
Rejection of contract 203
Religous faculty - unit inclusion 26, 217, 347, 349
Research in progress 368-373
Resource allocation 195
Retirement 249-254, 374-5
. Benefits - female 99, 104
. Early 250-1
. Mandatory 249, 252-4
Retrenchment 168, 255-262, 293, 392-9
. Court case 92, 94
Rhode Island 95, 326
Right to organize vetoed 184
Right to unionize - under NLRA 212
Rutgers University, N.J. 163

Sabbaticals 141
Salaries 45, 115, 263-76, 376
see also Equal pay
. Comm. coll. 70, 270
. Effect of coll. barg. 276
. Enrollment 78, 275
. Women 102, 263
Scope of bargaining 144
Senate, see Faculty senate
Seniority 169
Settlements 317-326
Shared authority 115
Shaw College, Mich. 214
Sick leave 141

Simon Fraser University, B.C. 3, 333
Single representation (state colleges) 342, 344
Southern Illinois University 184, 357 362
Southwestern Baptist Theological Seminary, Texas 329
St. Francis College, Pa. 349
Stanford Project on Academic Governance 10, 246
State appropriations -Ct. case 95
State coordinating boards 159
State govt. - governance role 149 257
State institutions - scope of coll. barg. 41
State statutes 186, 241
State Universities of Florida 5
State University of New York 154, 262 319, 324, 398
Statewide organization
see Single representation
Statistics 33, 37
. Salaries 264-5
. Strikes 277
Stevens Institute of Technology, N.J. 281, 385-6
Strikes 277-281, 318, 377-391
. Illegal 88
. Statistics 277
Student evaluation 240
Student observer - & negotiations 409
Students 282-285, 409
See also Graduate assistants, Teaching assistants
. Employees 106, 283
Summer school teaching 315
Sunshine Laws 170
Syracuse Univ., N.Y. 353

Taylor Law 82
. Amendment 355
Teaching assistants 106, 116
Temporary faculty 116
Tenure 1, 2, 244, 286-294, 392-9
. Denied 335
. Layoffs 293
. Probation period 294, 399
. Substitute for 117, 288, 292
Terminations - legal issues 168
Texas 96, 329
Third party representation 295-296
Thornton Comm. Coll., Ill. 383
Title IX 15
Trustees 9, 193, 290, 297-300
. Community colleges 64
. Limits to power 84
. Role 68, 69

Unfair labor practice 241
Unions 6, 8, 145, 186, 247, 301-310, 400-408
. Court case 90, 95
. Fees 81-3, 87
See also agency shops
. Future role 302
. And governance 153
. Policy documents 301
Unit determination 21
See also Bargaining units
. Legal aspects 23
. Librarians 216
. Part-time 218
U.S. - South 358
Univ. of Bridgeport, Conn. 210
Univ. of California, Berkeley 150
University of Delaware 317, 410
University of Dubuque, Iowa 334
University of Hawaii 129, 203, 314
University of Houston 96
University of Louisville, Ky. 187
University of Maryland 89
University of Massachusetts 340
University of Michigan 354
University of Minnisota 354
University of Nebraska 336, 345
University of Northern Alabama 321
University of Northern Iowa 327
University of Oregon 106, 354
University of Quebec 387
University of Rhode Island 95, 326
University of Southern Illinois 105, 331
University of Wisconsin 50, 188, 294, 357

Virginia 128, 132

Wagner College, N.Y. 381-2
Washington 84, 121, 145, 241
Washington State Univ. 121
Wayne State Univ. 335
Wentworth Institute, D.C. 389
West Virginia 127
Wisconsin 50, 106, 172, 188, 294, 357
Women 311-313
  See also Discrimination, Fringe Benefits, Retirement, Salaries
  . administration 100
Work suspension 200
Workload 314-316
  See also Overload
  . Graduate assistants 353

Yakima Valley College, Wash. 241
Yale University 391
Yeshiva University, N.Y. 218

NATIONAL CENTER LIBRARY:

BIBLIOGRAPHY OF HOLDINGS

(Books may be borrowed through your university interlibrary loan department or directly if you are a member of the Center)

Aaron, Ronald M. Status of student personnel workers in collective bargaining in higher education. Ed.D. Dissertation, Indiana University, 1973.

Abell, M.D., ed. Collective bargaining in higher education: its implications for governance and faculty status for librarians. Chicago, American Library Association, 1976.

Academy for Educational Development, Inc. A survey of faculty personnel practices at 32 urban community colleges. New York, A.E.D., 1976.

Adams, Mary L. A comparison of librarians' status between academic institutions with and without faculty collective bargaining units. Ph.D. Dissertation, University of Missouri, 1975.

Adell, B.L. and D.D. Carter. Collective bargaining for university faculty in Canada. Kingston, Ontario, Queens University, 1972.

Adler, D. Governance and collective bargaining in four-year institutions, 1970-1977. Monograph #3. Academic Collective Bargaining Information Service, 1978.

American Association for Higher Education. Faculty participation in academic governance. (Report of the AAHE-NEA Task Force..) Washington, AAHE, 1967.

American Association of University Professors. Policy documents and reports. Washington, AAUP, 1977.

American Federation of Teachers. Financing higher education; basic facts underlying current issues. (AFT Advisory Commission on Higher Education). Washington, American Council on Education, 1977.

American Philosophical Association. Report of the ad hoc committee on unionization and collective bargaining. American Philosophical Association, May 1976.

Anderson, G. Lester & Associates. Reflections on university values and the American scholar. University Park, Center for the Study of Higher Education, Pennsylvania State University, 1976.

Andes, John O. and Harold I. Goodwin. Collective bargaining in higher education: contract content-1972 ; 1973. Morgantown, West Virginia University, 1973, 1974.

Angell, George W. Collective negotiations in upstate New York community colleges, 1968-1971. New York State Public Employment Relations Board, 1971.

Angell, George W. and Edward P. Kelley, Jr. Handbook of faculty bargaining. San Francisco, Jossey-Bass, 1977.

Angell, George W. Impact of faculty collective bargaining on college and university trustees. Washington, Association of Governing Boards of Universities and Colleges, 1977. (On order)

Angell, George W. Responsibility of trustees in faculty collective bargaining. Washington, D.C., Association of Governing Boards of Universities and Colleges, 1977. (On order)

Aussieker, Bill. Bargaining on the law. (Faculty Unionism Project) Berkeley, Institute of Business and Economic Research, University of California, August 1976.

Aussieker, Bill. Student involvement with collective bargaining. (Faculty Unionism Project). Berkeley,, Institute of Business and Economic Research, University of California, 1975.

Balderston, Frederick E. Managing today's university. San Francisco Jossey-Bass, 1975.

Baldridge, J. Victor et. al. Faculty power and decision processes: institutional factors, professional autonomy and morale. Stanford University, Project Academic Governance, 1973.

Begin, James P. et. al. Academic bargaining: origins and growth. New Brunswick, N.J., Institute of Management and Labor Relations, Rutgers University, 1977.

Begin, James P., ed. Academics at the bargaining table: early experience. New Brunswick, N.J., Rutgers University, 1973.

Begin, James P. et. al. Academics on strike. New Brunswick, N.J., Institute of Management and Labor Relations, Rutgers University, 1975.

Begin, James P. Bargaining history - contract summaries; New Jersey community colleges 1968-77. New Brunswick, N.J., Institute of Management and Labor Relations, Rutgers University, February 1977.

Begin, James P. et. al. Community college collective bargaining in New Jersey; study report and recommendations. New Brunswick, N.J., Institute of Management and Labor Relations, Rutgers University, Sept. 1977.

Begin, James P. Faculty bargaining: a conceptual discussion. Washington: U.S. Department of H.E.W., Feb. 1973.

Begin, James P. and G. Storholm. The impact of the faculty arbitration process in the New Jersey state colleges. (Forthcoming)

Bernier, Francis A. The presidents of the faculty collective bargaining units in United States institutions of higher education. Ph.D. Dissertation, Michigan State University, 1973.

Bloom, Karen L. et. al. Goals and ambivalence: faculty values and the community college philosophy. (Report No. 13.) University Park, Center for the Study of Higher Education, The Pennsylvania State University, 1971.

Bognanno, Mario F. and Edward L. Suntrup. Unit determination in 4-year colleges and universities: one aspect of the problem. University of Minnesota, Industrial Relations Center, 1974.

Borus, David M. The effects of faculty bargaining on students and student-related areas. Ph.D. Dissertation, University of Michigan, 1975.

Brick, Michael, ed. Collective negotiations in higher education. N.Y., Columbia University, 1973.

Bronsard, Donald R. Faculty collective bargaining: a selective literature review. 1975. (ERIC # ED 132 908)

Bucklew, Neil S. Employment relations of staff employees in institutions of higher education. Ph.D. Dissertation, University of Wisconsin, 197[illegible].

Bucklew, Neil S. Students and unions. (Report No. 22). University Park, Center for the Study of Higher Education, Pennsylvania State University, July 1973.

Bullis, Bruce R. Trust and inclination of faculty toward collective bargaining at Northeastern Illinois University. Ph.D. Dissertation, Southern Illinios University, 1977.

Burd, Paul E. Faculty collective bargaining and the state college president. Ed.D. Dissertation, West Virginia University, 1974.

Bureau of National Affairs. Grievance guide. 4th ed. Washington, D.C., BNA, 1972.

California Legislature. Assembly Office of Research. Collective bargaining and education; an analysis of experiences in other states. Sacramento, Assembly Office of Research, Dec. 1972.

Carnegie Commission on Higher Education. A classification of institutions of higher education. Berkeley, California, CCHE, 1973.

Carnegie Commission on Higher Education. Governance of higher education; six priority problems. N.Y., McGraw Hill, 1973.

Carnegie Commission on Higher Education. Opportunities for women in higher education. N.Y., McGraw-Hill, 1973.

Carnegie Commission on Higher Education. Priorities for action: final report. N.Y., McGraw-Hill, 1973.

Carnegie Council on Policy Studies in Higher Education. Faculty bargaining in public higher education. San Francisco, Jossey-Bass, 1977.

Carr, Robert K. and Daniel K. Van Eyck. Collective bargaining comes to the campus. Washington, D.C., American Council on Education, 1973.

Chambers, M.M. The colleges and the courts; faculty and staff before the bench. Danville, Ill., Interstate, 1973.

Cheit, Earl F. The new depression in higher education. (Carnegie Commission on Higher Education and Ford Foundation.) N.Y., McGraw-Hill, 1971.

Coe, Alan C. A study of the procedures used in collective bargaining with faculty unions in public colleges and universities. Ph.D. Dissertation, Michigan State University, 1972.

Collinwood, Dean W. Developing trends in faculty unionism in higher education. Aug. 1976. (ERIC # ED 134 078).

Commission on Academic Tenure in Higher Education. Faculty tenure. San Francisco, Jossey-Bass, 1973.

Corson, John J. The governance of colleges and universities, modernizing structure and processes. (Rev. ed.) N.Y., McGraw-Hill, 1975.

Coulson, Robert. Labor arbitration; what you need to know. New York, American Arbitration Association, 1973.

Cross, John G. The economics of bargaining. N.Y., Basic Books, 1969.

Crossland, Fred E. Faculty collective bargaining: impact on planning.(Presented at Annual International Conference of the Society for College and University Planning.) Washington, D.C., July, 1976.

Cruzat, Gwendolyn S. Collective bargaining in academic librarianship. Ph.D. Dissertation, Wayne State University, 1976.

Davis, Barbara C. The legal aspects of unit determination in faculty collective bargaining at public institutions of higher education. Ph.D. Dissertation, Georgia State University, 1976.

Diener, Thomas J., ed. College teaching and teachers: legal implications of academic affairs. University, Institute of Higher Education Research, University of Alabama, 1973.

Dionisopoulos, P. Allan. The rights of nontenured faculty: the new constitutional doctrine of Perry v. Sindermann and Board of Regents v. Roth. Center for Governmental Studies, Northern Illinois University, c1972.

Duryea, E.D. and J.C. Neddy. Collective bargaining: impact on governance. Washington, D.C., Association of Governing Boards of Universities and Colleges, 1977.

Duryea, E.D. and R.S. Fisk. Collective bargaining, the state university and the state government in New York. Buffalo, N.Y., SUNY, Dec. 1975.

Duryea, E.D. and R.S. Fisk. Faculty unions and collective bargaining. San Francisco, Jossey-Bass, 1973.

Education Commission of the States. Collective bargaining in postsecondary educational institutions: applications and alternatives in the formulation of enabling legislation. Denver, Colorado, Education Commission of the States, March 1974.

Eiler, Edward E. Selected alternatives for public higher education collective bargaining: an analysis utilizing a systems approach. Ed.D. Dissertation, Ball State University, 1975.

Elkouri, Frank and Edna A. Elkouri. How Arbitration Works. 3rd ed. Washington, Bureau of National Affairs, 1973.

Falcone, Michael A. A study of opinions of faculty and administrators at six upstate New York colleges concerning their governance structures before and after enactment of the Taylor Law. Ph.D. Dissertation, Syrasuse University, 1974.

Felts, William T. Trends toward collective bargaining in the 13 senior state institutions of higher education in the state of Illinois. Ph.D. Dissertation, Southern Illinois University, 1975.

Ferguson, John B. Guide to statutory provisions in public sector collective bargaining. Terms and definitions. Industrial Relations Center, University of Hawaii, March 1977.

Feuille, Peter and James Blandin. Faculty job satisfaction and bargaining sentiments: a case study. (Faculty Unionism Project) Berkeley, California, Institute of Business and Economic Research, University of California, 1974.

Finkin, Matthew W. et al. A primer on collective bargaining for college and university faculty. Washington D.C., American Association of University Professors, 1975.

Foster, Leo L. Relationships between university faculty satisfaction with rewards and attitudes toward collective bargaining. Ph.D. Dissertation, University of Wisconsin-Madison, 1975.

Freimuth, James E. Guidelines for determining the inclusion/exclusion of department chairmen in faculty collective bargaining units in American higher education. Ph.D. Dissertation, Florida State University, 1974.

Furniss, W. Todd and Patricia A. Graham. ed. Women in higher education. Washington, D.C., American Council on Education, 1974.

Garbarino, Joseph W. Collegiality, consensus and collective bargaining. (Faculty Unionism Project), Berkeley, Institute of Business and Economic Research, University of California, 1975.

Garbarino, Joseph W. and M.W. Aussieker, Jr. Creeping unionism revisited. Berkeley, Institute of Business and Economic Research, University of California, 1974.

Garbarino, Joseph W. and Bill Aussieker. Faculty bargaining; change and conflict. (Carnegie Commission and Ford Foundation) N.Y., McGraw-Hill, 1975.

Garbarino Joseph W. et al. Faculty unionism in the West; Symposium. (Faculty Unionism Project). Berkeley, Institute of Business and Economic Research, University of California, 1974.

Garbarino, Joseph W. State patterns of faculty bargaining (Faculty Unionism Project). Berkeley, Institute of Business and Economic Research, University of California, May 1976.

Gardiner, Richard A. A case study of the board/administration decision-making process in a community college collective bargaining experience. Ed.D. Dissertation, Columbia University, 1975.

Gerry, Frank C., Jr. An investigation of selected factors related to faculty attitudes towards the potential impact of academic collective bargaining on students and potential modes of student participation in the bargaining process. Ph. D. Dissertation, University of Iowa, 1976.

Golden, Allan J. A study of the effects of the first faculty collective bargaining agreements on faculty and administration relationships at the City University of New York. Ph.D. Dissertation, New York University, 1976.

Gordon, Margaret S., ed. Higher education and the labor market. (Carnegie Commission on Higher Education) N.Y. McGraw-Hill, 1974.

Grayson, Gerald H. Professors unite: a history of the Legislative Conference of City University of New York, 1938-1971. Ph.D. Dissertation, New York University, 1973.

Group for Human Development in Higher Education. Faculty development in a time of retrenchment. New Rochelle, N.Y., Change, 1974.

Handlin, Oscar and Mary F. Handlin. The American college and the American culture; socialization as a function of higher education. (Carnegie Commission on Higher Education) N.Y., McGraw-Hill, 1970.

Hankin, Joseph N. State legislation and the status of collective bargaining in community and junior colleges, 1976. Valhalla, N.Y., Westchester Community College, 1976.

Hardigan, James E. An analysis of institutional variables leading to the election of a collective bargaining agent at private colleges and universitites. Ph.D. Dissertation, Cornell University 1975.

Harris, Seymour E. A statistical portrait of higher education. (Report for the Carnegie Commission on Higher Education) N.Y., McGraw-Hill,1972.

Hartnett, Richard A. Authority and control in colleges with successive collective bargaining contracts. Ed.D. Dissertation, West Virginia University, 1975.

Hasselbrinck, William R. Higher court decisions related to faculty rights in higher education. Ph.D. Dissertation, Indiana State University, 1975.

Hedgepeth, Royster C. An exploratory analysis of the consequences of collective bargaining in higher education. Ph.D. Dissertation, Cornell University, 1974.

Heinlein, Albert C., ed. Decision models in academic administration. Kent, Ohio, Kent State University, 1974.

Hodgkinson, Harold L. The campus senate, experiment in democracy. Berkeley, Center for Research and Development in Higher Education, University of California, 1974.

House, Charles B. Self-perceived effects of faculty collective bargaining on the academic leadership roles of college and university administrators. Ph.D. Dissertation, Michigan State Univ, 1975.

Hudson, Bennett J. Perceptions of post-bargaining changes in organizational structure and locus of institutional decision-making in selected community colleges. Ed.D. Dissertation, Univ. of Florida, 1973.

Humphrey, Neil D. An analysis of collectively bargained contracts in senior colleges and universities in 1973. Ph.D. Dissertation, Brigham Young University, 1974.

Hughes, Clarence R. et al, ed. Collective negotiations in higher education; a reader. Carlinville, Ill. Blackburn College Press, 1973.

Institute of Continuing Legal Education. Collective bargaining on campus II.: What to do when the petition is filed. Ann Arbor, Mich., ICLE, Nov, 1972.

Johnson, Mark D. and Kenneth P. Mortimer. Faculty bargaining and the politics of retrenchment in the Pennsylvania State College, 1971-1976. University Park, Center for the Study of Higher Education, Pennsylvania State Univ., 1977.

Jones, Gary L. Changes in the role of the president's office in selected universities following faculty unionization. Ph.D. Dissertation, Michigan State University, 1975.

Kahn, Kenneth F. The NLRB and higher education: a study in the failure of policymaking through adjudication. (2 vols.)

Kellett, Robert H. A study of trends and patterns of change in collective bargaining contracts at public community colleges in selected states. Ph.D Dissertation, Florida State University, 1975.

Kelly, Michael L. The impact of collective bargaining on the department chairperson position in selected Pennsylvania Community Colleges. Ph.D. Dissertation, University of Pittsburgh, 1976.

Kemerer, Frank R. and Ronald P. Satryb. Facing financial exigency. Lexington, Massachusetts, Lexington Books, 1977.

Kemerer, Frank R. The impact of faculty collective bargaining on college and university governance. Ph.D. Dissertation, Stanford University, 1975.

Kemerer, Frank R. Understanding faculty unions and collective bargaining; a guide for independent school administrators. Boston, Mass., National Association of Independent Schools, 1976.

Kemerer, Frank R. and J. Victor Baldridge. Unions on campus. San Francisco, Jossey-Bass, 1975.

Kerchner, Charles T. An exploration into the impacts of faculty unions on community colleges and their presidents. Ph.D. Dissertation, Northwestern University, 1976.

Klotz, Neil ed. Students, collective bargaining and unionization. Washington, D.C., U.S. National Student Association, 1975.

Kramer, Gerald H. Collective bargaining agreements in four-year state colleges: 1973-1974. Ph.D. Dissertation, University of Iowa, 1975.

Ladd, Everett C., Jr. and Seymour M. Lipset. Academics, politics and the 1972 election. Washington D.C., American Enterprise Institute for Public Policy Research, 1973.

Ladd, Everett C., Jr. and Seymour M. Lipset. The divided academy; professors and politics. (Carnegie Commission of Higher Education) N.Y., McGraw-Hill, 1975.

Ladd, Everett C., Jr. and Seymour M. Lipset. Professors, unions and American higher education. Washington, American Enterprise Institute for Public Policy Research, 1973.

Lavine, John M. and Wallace L. Lemon. Report of the Regents' Task Force on university governance and collective bargaining. University of Wisconsin, 1975.

Leslie, Larry L. and J. Creasy. The higher education faculty of Pennsylvania: selected characteristics. (Report No. 24). University Park, Pa., Center for the Study of Higher Education, Pennsylvania State University, July 1974.

Lester, Richard A. Antibias regulation of universities; faculty problems and their solutions. (Carnegie Commission on Higher Education) N.Y., McGraw-Hill, 1974.

Livesay, Robin R. Effects of faculty collective bargaining on administrator's salaries and fringe benefits in selected colleges and universities in the United States. Ph.D. Dissertation, Ohio State University, 1974.

McCamey, Marion B. Unionism in academe. Ed.D. Dissertation, Univ. of Massachusetts, 1977.

McConnell, T.R. and S. Edelstein. Campus governance at Berkeley: a study in jurisdictions. Berkeley, Center for Research and Development in Higher Education, University of California, 1977.

McFadden, Ronald B. The perceived effects of collective bargaining agreements on the distribution of power over selected aspects of decision-making within 2 year colleges. Ph.D. Dissertation, Ohio State University, 1976.

Means, Howard B. and Philip W. Semas, eds. Faculty collective bargaining. 1st, 2d eds. (A Chronicle of Higher Education Handbook) Washington, D.C., Editorial Projects for Education, 1976.

Metzler, John H. Collective bargaining for community colleges. Washington, D.C., Association of Community College Trustees, 1977.

Milliken, Marie M. The influence of national faculty professional organizations on collective bargaining in small private liberal arts colleges. Ph.D. Dissertation, University of Denver, 1976.

Mortimer, Kenneth P. and G. Gregory Lozier. Collective bargaining; implications for governance. Report #17. University Park, Pennsylvania State University, Center for the Study of Higher Education, 1972.

Mortimer, Kenneth P. et al. Faculty voting behavior in the Temple University collective bargaining elections. University Park, Pennsylvania State University, 1975.

Mortimer, Kenneth P. Governance in institutions with collective bargaining. University Park, Pa. 1977. (On order)

Moses, Stephen. Collective bargaining agreements in higher education. Columbia, University of Missouri, 1973.

Najita, Joyce M. and John B. Ferguson. Hawaii faculty views on unionization: a changing pattern. Industrial Relations Center, University of Hawaii, July 1976.

Najita, Joyce M. and Sonia Faust. When a university faculty rejects a contract. Industrial Relations Center, University of Hawaii, June 1976.

National Education Association. Grievance administration: enforcing teacher's contract rights. Washington, D.C., NEA, May 1971.

National Education Association. NEA Handbook, 1976-77. Washington, D.C., NEA, 1976.

New York State Public Employment Relations Board. Tables summarizing salaries, fringe benefits and related practice affecting professional employees of New York Community Colleges. 1975-76, 1976-77. Albany, N.Y., PERB.

Oxhandler, Richard M. Attitudes of students, faculty and administration toward collective bargaining at two public colleges in California. Ph.D. Dissertation, Western Michigan Univ., 1975.

Pavelko, John. Promotion and tenure: a content analysis study of department criteria at a major university. Ph.D Dissertation, University of Utah, 1976.

Perkins, James A, ed. The university as an organization. (Report for the Carnegie Commission on Higher Education). N.Y., McGraw-Hill, 1973.

Persson, Leonard N. An examination of the impact of collective bargaining and programs of equal opportunity employment and affirmative action on the role of the personnel officer in institutions of higher education. Ed.D. Dissertation, Columbia University Teacher's College, 1976.

Peterson, Vance I., ed. Higher education and the law: an administrator's overview. Toledo, Ohio: Center for the study of Higher Education, University of Toledo, 1977.

Pettibon, Wm. G. An analysis of certain aspects of selected public employee relations acts as these affect higher education generally and Pennsylvania higher education potentially. Ph.D. Dissertation, University of Pittsburgh, 1973.

Phelps, Douglas. Student rights and collective bargaining; a guide to resources. Amherst, Student Organizing Project, University of Massachusetts, Oct. 1976.

Poison, David E. Student participation in academic collective bargaining. Ph.D. Dissertation, University of Arizona, 1976.

Poole, Lawrence H. The influence of collective bargaining upon written policies of governance in selected community/junior colleges. Ph.D. Dissertation, University of Florida, 1975.

Puffer, William C. The faculty senate and collective bargaining: a case study of the SUNY faculty senate. Ph.D. Dissertation, SUNY, 1975.

Ramsey, Gerald D. Unionism and collective bargaining among academic employees in higher education; job satisfaction, attitudes and individual's perception of self and faculty consensus in rating contract items. Ph.D. Dissertation, Purdue University, 1973.

Riley, Gary L. and J. Victor Baldridge. Governing academic organizations. Berkeley, California; McCutcheon Publ. c1977.

Riley, Jack. Collective bargaining in Illinois state universities: a study of faculty attitudes. Ed.D. Dissertation, University of Illinois, 1976.

Riley, John F. Attitudes of faculty of private colleges towards collective bargaining in higher education. Ph.D. Dissertation, Lehigh University, 1976.

Ross, Doris M. and Lawrence Raful. A legislator's guide to collective bargaining in education. Denver, Colorado, Education Commission of the States, January 1975.

Rossi, Richard E. Views of trustees and union leaders: a comparison of the views of the trustees of Massachusetts' institutions of higher education with those of AFT and NEA faculty organizations on decision-making, governance, and collective bargaining. Ph.D. Dissertation, Boston College, 1974.

Ruff, Raymond T., Jr. Description and analysis of faculty grievances and faculty grievance procedures in New York State community colleges. Ph.D. Dissertation, SUNY, 1972.

Sabol, John A. A case study on the governance function relative to faculty participation at the Community College of Allegheny County from its beginning through two collective bargaining negotiations. Ph.D. Dissertation, University of Pittsburgh, 1976.

Satryb, Ronald P. The grievance appeals process within the State University of New York: a descriptive analysis. Ed.D. Dissertation, University of Virginia, 1974.

Shark, Alan R. and Kathleen Brouder. Students and collective bargaining. Final Report of research project. Washington, D.C., National Student Education Fund, c1976.

Simpson, Stephen T. Faculty professionalism in academic collective bargaining agreements. Ed.D. Dissertation, Indiana University, 1973.

Staller, Jerome M. The impact of collective bargaining on faculty at 2 year public colleges. Ph.D. Dissertation, Temple University, 1975.

Sturtz, Alan J. Decision-making authority of state co-ordinating boards for community colleges and local community college governing boards in certain administrative policy areas. Ed.D. Dissertation, Pennsylvania State Univ. 1976.

Sumner, Patsy R. A study to determine the percentage of annual working hours spent by selected two-year college administrators in collective bargaining related activities. Ed.D. Dissertation, George Washington Univ., 1975.

Suntrup, Edward L. Unionism in higher education: a study in the sociology of law and organizations. Ph.D. Dissertation, University of Minnesota, 1975.

Thomson, A.W.J. An introduction to collective bargaining in higher education (Key Issue Series - No. 16). Ithaca, N.Y., Cornell University, 1974.

Tice, Terrence N., ed. Campus employment relations. (Law on Campus Series). Ann Arbor, Michigan, The Institute of Continuing Legal Education, c1976.

Tice, Terrence N. Campus employment relations: readings and resources. Ann Arbor, Michigan, The Institute of Continuing Legal Education, c1975.

Tice, Terrence N., ed. Faculty bargaining in the seventies. (Law on Campus Series). Ann Arbor, Michigan, The Institute of Continuing Legal Education, c1973.

Tracz, George S. Impact of collective bargaining on college and university management systems. Toronto, Ontario, Institute for Studies in Education, Nov. 1977.

University of Hawaii. Higher education contract clause finder: v.1-1972; v.2-1974; v.3-2 yr. 1974; v.4- 4 & 2 yr-1975; v. 5-4 & 2 yr-1977. Industrial Relations Center, University of Hawaii.

Usiewicz, Ronald A. An analysis of selected factors which influence attitudes of administrators in Ohio's and Pennsylvania's publicly-supported higher education institutions relative to collective bargaining. Ph.D. Dissertation, Kent State University, 1976.

Vermilye, Dyckman W., ed.
The expanded campus. San Francisco. Jossey-Bass, 1972.

Vladeck, Judith P. and Stephen C. Vladeck, eds. Collective bargaining in higher education - the developing law. N.Y., Practicing Law Institute, 1975.

Volpe, Ronald P. Collective bargaining and administrative practices at Pennsylvania community colleges: a faculty view of unionized and non-unionized campuses. Ph.D. Dissertation, University of Pittsburgh, 1975.

Weatherford, John W. Collective bargaining and the academic librarian. Metuchen, N.J., Scarecrow, 1976.

Webb, Edgar L. A study of the scope of Indiana contracts bargained in the first year after initial collective bargaining legislation. Ed.D Dissertation, Indiana University, 1975.

Weisberger, June. Faculty grievance arbitration in higher education; living with collective bargaining. (IPE Monograph #5.) Ithaca, N.Y., Institute of Public Employment, Cornell University, Jan. 1976.

Weisberger, June. Job security and public employees. (IPE Monograph #2.) Ithaca, N.Y., Cornell University, 1973.

Willis, Richard S. Higher education collective bargaining: an analysis of the attitudes of academicians. Ph.D. Dissertation, Catholic University of America, 1977.

Wisconsin Law Review. Collective negotiations in higher education: a symposium. Vol. 1971 (1): pp. 1-367.

Wollett, Donald H. and Robert H. Chanin. The law and practice of teacher negotiations. Washington, D.C., Bureau of National Affairs, 1974.

RESOURCES AND PERIODICALS

(Underlined indicates Indexes or Abstracts)

American Association of University Professors Bulletin (q)*
AGB Reports (Assoc. of Governing Boards of Universities & Colleges)
AHE College and University Bulletin (2/m)
American Association of University Women, Journal (6/yr)
American School and University (m)
The American Teacher (AFT) (10/yr)
Arbitration in the Schools (AAA) (m)
Arbitration Journal (AAA) (q)

Canadian Association of University Teachers (CAUT), Bulletin
Canadian Education Index (m)
Change (10/yr)
The Chronicle of Higher Education (w)
College and University Journal (bi/m)
College Counsel
College Law Bulletin (10/yr)
Community College Frontiers
Community College Review
Compact (bi/m)
Current Index to Journals in Education (ERIC) (m)

Dissertation Abstracts (m)

Education Index (m)
ERIC Higher Education Research Currents (AAHE) (m)
ERIC Higher Education Research Reports (AAHE) (10/yr)

Harvard Educational Review (bi/m)
Higher Education and National Affairs (ACE) (w)
Higher Education Daily

Index to Legal Periodicals
Industrial and Labor Relations Review
Industrial Relations (U. of Calif.)

Journal of Collective Negotiations in the Public Sector (q)
Journal of College and University Law (q)
Journal of College Student Personnel
Journal of Higher Education (m)
Journal of Law and Education (q)
Journal of Medical Education (m)
Journal of the College and University Personnel Association (q)

LMRS Newsletter (m)
Labor Arbitration in Government (AAA) (m)
Liberal Education (q)
Library Literature (m)

*( ) frequency of publication

NACUBO (National Association of College and University Business Officers) (m)
NEA Advocate (m)
NEA Reporter (m)
National Center for the Study of Collective Bargaining in Higher Education
.Annual Conference Proceedings (a)
.Directory (a)
.Newsletter (5/yr)

PERB News (N.Y.) (m)
Personnel (AMA) (6/yr)
Personnel Administrator
Phi Delta Kappan (m)
Public Affairs Information Service (PAIS)
Public Personnel Management (bi/m)

Resources in Education (ERIC) (m)

Sociology of Education (bi/m)

Specialized Services

Academic Collective Bargaining Information Service
Washington, D.C.
.Fact Sheets
.Research Reports

Bureau of National Affairs
.Labor Arbitration Reports
.Labor Relations Reporter (w) with cumulations
- Wage and Hour Cases
- Labor Relations Reference Manual
- Fair Employment Practice Cases
- Labor Relations Cum. Digest and Index

.Government Employee Relations Report (w) (GERR)

National Labor Relations Board
.Weekly Summary of NLRB Cases
.NLRB Election Report (m)

BIBLIOGRAPHIES

411 Academic Collective Bargaining Information Service. Selected bibliography. Washington, D.C.: ACBIS, (1974).

412 Blackwell, Thomas E. The college law digest, 1935-1970. Washington, D.C., National Association of College and University Attorneys, 1974. (Also refer to annual law digests, 1971 to date.)

413 Coe, Allan C. A study of the procedures used in collective bargaining--- Journal of the College and University Personnel Association, 24: 18-25, Sept. 1973.

414 Cornell University, New York State School of Industrial and Labour Relations, Ithaca, N.Y. Public employment bibliography, 1971,1973

415 Education Commission of the States. Collective bargaining in post secondary institutions. Report #45, 92-98. Denver, Colo.: Education Commission of the States, Department of Research and Information Services, 1974

416 Harmon, L. Status of women in higher education: 1963-1972. A selective bibliography. Ames: Iowa State University, n.d.

417 Harris, Robin S. et al. Select bibliography of higher education in Canada. Canadian Journal of Higher Education, pp. 74-81, 1975.

418 Hudson, Bennett and James L. Wattenbarger. Collective bargaining in higher education: a selected annotated bibliography. Gainesville, Fla: Florida University, Gainesville Institute of Higher Education, April, 1972.

419 Marks, Kenneth E., comp. Collective bargaining in U.S. higher education: 1960-1971, a selective bibliography. Ames, Iowa State University Library, 1972. (Series in Bibliography, no.1)

420 Meeth, L. Richard, ed. Selected issues in higher education; an annotated bibliography. New York, N.Y., Teachers College Press, Columbia University 1965.

421 Myers, Donald A. Bibliography on professionalization and collective bargaining. Washington, D.C.: American Federation of Teachers, 1974.

422 National Center for the Study of Collective Bargaining in Higher Education. Collective Bargaining in higher education. Bibliographies. #1, 1973 to date. New York, NCSCBHE, Baruch College.

423 National Center for the Study of Collective Bargaining in Higher Education. Higher education collective bargaining: other than faculty personnel. V.1 and 2, 1975,1976. New York, NCSCBHE, Baruch College.

424 Pezdek, Robert V. Selective bibliography of materials in labor relations of interest to colleges and universities. Journal of the College and University Personnel Association. 23(4): 74-82, 1972

425 Phelps, Douglas, Student rights and collective bargaining: a guide to resources. University of Massachusetts, Student Organizing Project, Amherst, Mass., 1976.

426 Research Project on Students and Collective Bargaining. Third party pressures on a two-party process. (Conference Orientation Packet). Washington, D.C., 1976

427 Roberts, Dayton Y., ed. Legal issues in higher education, 1969-1970: a selected annotated bibliography. Gainesville, Fla.: Institute of Higher Education, Florida University, Feb. 1971. (ERIC #ED 050 683).

428 Shaughnessy, Marlene. Information sources for New Jersey public sector collective bargaining. 3d rev. ed. by Marjorie Watson. New Brunswick, N.J.: Institute of Management and Labor Relation, Rutgers University, 1976.

429 Shulman, Carol H. Collective bargaining on campus: annotated bibliography. Washington, D.C.: American Association for Higher Education, 1972. (pp. 19-45). (ERIC #ED 058 466).

430 Tice, Terrence N. Resources on academic bargaining and governance. Washington, D.C.: ERIC clearinghouse on Higher Education. The George Washington University, July, 1974.

431 U.S. Department of Labor, Labor Management Services Administration. Public Sector Labor Relations Information Exchange. Current references and information services for policy decision-making in state and local government labor relations: a selected bibliography. Washington, D.C.: U.S. Government Printing Office, November, 1971.

432 University of Alabama, Manpower and Industrial Relations Institute, Tuscaloosa, Alabama.
. Public sector labor relations - Bibliography #1, 1972
. Bibliography #4, 1974
. Collective bargaining in higher education-Bibliography #2, Aug.,1972.
. Faculty bargaining (Bibliography) (n.d.)
. Readings in public sector labor relations, Fall, 1975.

OTHER THAN FACULTY BIBLIOGRAPHIES

433 Rothman, William A. A bibliography of collective bargaining in hospitals and related facilities. v.1 (1959-1968): v.2 (1969-1971). University of Michigan, Institute of Labor.

USEFUL ADDRESSES

Academic Collective Bargaining
Information Service (ACBIS)
1818 R. Street, N.W.
Washington, D.C. 20009

American Arbitration
Association (AAA)
140 West 51st Street
New York, New York 10020

American Association for Higher
Education (AAHE)
One Dupont CIrcle, N.W.
Washington, D.C. 20036

American Association of Community
and Junior Colleges
One Dupont Circle, N.W.
Washington, D.C. 20036

American Association of State
Colleges and Universities
One Dupont Circle, N.W.
Washington, D.C. 20023

American Association of
University Professors (AAUP)
One Dupont Circle, N.W.
Washington, D.C. 20036

American Council on Education
One Dupont Circle, N.W.
Washington, D.C. 20036

American Federation of
Teachers (AFT)
11 Dupont Circle, N.W.
Washington, D.C. 20036

American Management Association
135 West 50th Street
New York, New York 10020

Association of American Colleges
1818 R. Street, N.W.
Washington, D.C. 20009

Association of American Universities
One Dupont Circle, N.W.
Washington, D.C. 20036

Association of College and Research
Libraries
American Library Association
50 East Huron Street
Chicago, Illinois 60611

Association of Governing Boards of
Universities and Colleges
One Dupont Circle, N.W.
Washington, D.C. 20036

Association of Labor Mediation Agencies
c/o New York State PERB
50 Wolf Road
Albany, N.Y. 12205

Bureau of National Affairs (BNA)
1231 - 25th Street N.W.
Washington, D.C. 20037

Carnegie Commission on Higher
Education
2150 Shattuck Avenue
Berkeley, California 94704

College and University Personnel
Association
One Dupont Circle, N.W.
Washington, D.C. 20036

Cornell University
New York State School of
Industrial & Labor Relations
Ithaca, New York 14850

Education Commission of the States
1860 Lincoln Street
Denver, Colorado 80203

ERIC Clearinghouse on Higher
Education
The George Washington University
Washington, D.C. 20036

ERIC Clearinghouse for Junior
Colleges
University of California
96 Powell Library Building
Los Angeles, California 90024

Harvard University Industrial Relations Library
Littauer Center
Cambridge, Massachusetts 02138

Iowa State University
Industrial Relations Center
280 East Hall
Ames, Iowa 50010

Massachusetts Institute of Technology
Alfred P. Sloan School of Management
Industrial Relations Section
Cambridge, Massachusetts 02139

National Association of College and University Attorneys (NACUA)
One Dupont Circle, N.W.
Washington, D.C. 20036

National Association of College & University Business Officers (NACUBO)
One Dupont Circle, N.W.
Washington, D.C. 20036

National Education Association (NEA)
1201 16th Street, N.W.
Washington D.C. 20036

National Labor Relations Board (NLRB)
Division of Information
1717 Pennsylvania Avenue, N.W.
Room 710
Washington, D.C. 20570

New York State Public Employment Relations Board (NYS/PERB)
50 Wolf Road
Albany, New York 12205

New York University
Institute of Labor Relations
Washington Square
New York, New York 10003

NEXUS - AAHE
One Dupont Circle, N.W.
Washington, D.C. 20036

(The) Pennsylvania State University
Center for the Study of Higher Education
101 Rackley Building
University Park, Pa. 16802

Rutgers, The State University of New Jersey
Institute of Management & Labor Relations
University Extension Division
New Brunswick, N.J. 08903
(Also: Library Information Service)

Society of Professionals in Dispute Resolution
1730 Rhode Island Ave. N.W.
Washington, D.C. 20036

Teachers Insurance & Annuity Association (TIAA)
730 Third Avenue
New York, N.Y. 10017

United States Bureau of Labor Statistics
400 First Street, N.W.
Washington, D.C. 20427

United States Department of Health, Education & Welfare
Education Division
National Center for Education Statistics
Washington, D.C. 20202

United States Department of Labor
Labor-Management Services Administration
Office of Labor-Management Relations Service
Washington, D.C. 20210

University of Hawaii
Industrial Relations Center
2404 Maile Way
Honolulu, Hawaii 96822

GLOSSARY

A:

Academic freedom - Faculty should be free from institutional censorship or discipline and is entitled to intellectual freedom in research and publications. Implicit in the term are special obligations re. introduction of controversial matter which has no relation to subject taught. Limitations of academic freedom because of religious or other aims of the institution should be stated in writing at the time of appointment.

Accountability - Demands placed on institutions of higher education and the individuals that provide educational services to be "accountable" to one or more groups in some aspect of their behavior such as validity of objectives, effectiveness of expenditures, day-to-day performance of their functions, or educational results of activities.

Across-the-board increase - A general wage increase simultaneously affecting all or most employees in a company or industry by way of a uniform cents-per-hour or percentage increase.

Ad Hoc Arbitration, see Arbitration, Ad Hoc.

Administrative law judge - Official who rules on questions that arise in labor relations such as unit determination and unfair labor practices. Usually holds hearings and makes recommendations to the National Labor Relations Board or other government agency. (Formerly called a trial or hearing examiner).

Adversary model - Used to describe governance structures in which employees and management, for example, compete for authority. See also collegiality.

Affirmative action - Compliance with federal guidelines for purpose of advancing occupational and/or educational interests of specific minorities. Elements of affirmative action include employment practices, testing and validation, and promotion procedures. Deals not only with overtly discriminatory practices, but also those which are fair in form but discriminatory in effect.

Affirmative action officer - Person who carries out an affirmative action program and monitors and evaluates departments that are trying to increase number of female and minority group employees.

Affirmative order - Command issued by a labor relations board requiring that persons guilty of unfair labor practices take necessary steps to undo effects of such practices.

Agency shop - Provision of a collective bargaining agreement that requires all employees of the bargaining unit to pay fees to the union. They are not required to actually become members as under union shop. Synonomous with fair share agreement.

Agent - A union that has been named as the exclusive representative of the employees for purposes of bargaining over wages, hours, and other terms and conditions of employment.

Agreement, Collective Bargaining - A written agreement (contract) resulting from negotiation between employer or group of employers and employee organization or group of organizations. Usually contains provisions such as conditions of employment (wages, fringe benefits, hours of work) and procedures to be used in settling disputes during term of the contract. Usually run for a definite period of time.

Agreement enforcement - The method by which either employees or management seeks to resolve a dispute over administration of a collective bargaining agreement. Methods of enforcing agreement when mutual consent is impossible are through the grievance machinery, appeals to court, or by strikes.

Amendment of certification, see Clarif . ation of unit.

American Arbitration Association (AAA) - A private, non-profit organization established to promote arbitration as a method of settling labor disputes. Provides lists of qualified arbitrators on request as well as rules of procedure for conduct of arbitration.

American Association of University Professors (AAUP) - A national organization of faculty members originally founded for the protection of academic freedom and tenure. In 1971 voted to pursue collective bargaining as a "major additional way" of achieving its goals.

American Federation of State, County and Municipal Employees (AFSCME) - The largest union representing "non-academic" campus workers. An AFL-CIO affiliate.

American Federation of Teachers (AFT) - An affiliate of the AFL-CIO organized to represent both college professors and school teachers.

Anti-Injunction Law (Norris-LaGuardia Act) - A federal law passed in 1932 which restricted the rights of U.S. Courts to issue injunctions aimed at restraining activities of labor unions. The Taft-Hartley Act of 1947 restored some injunctive power to the courts.

Anti-Strikebreaking Act (Byrnes Act) - A federal law passed in 1936 which prohibits the interstate transportation of "any person who is employed or is to be employed for the purpose of obstructing or interfering by force or threats with the peaceful picketing by employees during a labor controversy or the exercise by employees of any of the rights of self-organization or collective bargaining."

Antitrust laws - Federal and state statutes to protect trade and commerce from unlawful restraints and monopolies. Used for many years to restrict union activities such as strikes, picketing, and boycotts. Recently their use in labor cases has been limited by statute and judicial interpretation.

Arbitrability - The extent to which management is obligated by contract to take a particular grievance or dispute to arbitration. The answer is usually determined by an arbitrator or by a court.

Arbitration - The process of referring disputes between employers and employees (or between two rival unions) to the decision of impartial adjudicators. Employed to resolve impasses in negotiations or as the final step in a grievance procedure. While an arbitrator's decision is legally binding, arbitration differs from judicial process in that the disputants have voluntarily agreed to refer the matter to arbitration and have themselves selected the arbitrator, and hearings are usually much less formal than court proceedings. Also, the arbitrator may make independent investigations. Most common types are grievance and interest arbitration.

Arbitration, Ad Hoc - Temporary, single-case arbitration. This is distinguished from "permanent" arbitration systems in which "permanent" arbitrators are named to serve for the life of the agreement or a stipulated term, hearing all disputes that arise during this term.

Arbitration, Compulsory - Mandated by statute. If mediation and fact-finding fail, the submission of dispute to arbitrator or board of arbitration is involuntary and does not require approval by parties.

Arbitration, Grievance - Arbitration of disputes that arise over interpretation of existing collective bargaining agreement. Sometimes referred to as rights arbitration. Grievance arbitrator interprets and applies the contract, judging the meaning and intent of the contract.

Arbitration, Interest - Arbitration of disputes that arise during course of contract negotiations when arbitrator makes decision on what will be contained in contract. Usually employed after mediation and/or fact-finding have failed to resolve contract

Arbitrator - An impartial third party to whom disputing parties submit their differences for decision (award).

Authorization card - Statement signed by an employee designating an employee organization to act as his representative in collective bargaining. This signature does not necessarily mean that he is a member of the organization.

Automatic wage adjustment - A plan whereby wage rates are raised or lowered according to an established formula in response to other specified changes such as cost-of-living, business profits, or prices.

Award - In labor-management arbitration, the final decision of the arbitrator, usually binding on both parties to dispute.

B:

Back pay - Compensatory wages due an employee because of 1) employer violation of minimum wage laws, 2) layoff or discharge in violation of labor legislation or collective agreement. To be distinguished from retroactive pay.

Back-to-work movement - An agreement by striking workers to return to their jobs before union has declared an end to the strike.

Bargainability, see Scope of Bargaining.

Bargaining agent, see Agent.

Bargaining representative - Any organization, agency or person authorized by an employer, employee, group of employees, or employee association to act on its behalf and represent them.

Bargaining rights - Generally refers to workers' right to bargain collectively with employers as established by law and judicial interpretations.

Bargaining unit - A group of employees who voluntarily unite, or by decision of a government agency such as the NLRB are deemed to be an "appropriate" unit for bargaining collectively with their employer.

Bidding - System of having vacant jobs posted on bulletin boards or otherwise circularized with present employees having the privilege of applying on basis of their seniority.

Bilateral action - The joint action of the parties through collective bargaining before final action is taken, as distinguished from "unilateral" action where the employer makes decisions without discussion or agreement with the bargaining agent.

Binding arbitration, see Arbitration.

Bi-partite board - A joint board consisting of equal number from labor and management, set up as a step in the grievance machinery just prior to arbitration. A majority vote is needed to dispose of a grievance. If the board is deadlocked, a neutral member may step in to break tie vote.

Blue-Sky bargaining - Unrealistic and unreasonable demands in negotiations made either by labor or management or both, usually at the beginning of negotiations.

Board of inquiry - Board set up by public agency to investigate a labor dispute. (See also Fact-Finding)

Boards of mediation - The various state mediation agencies that perform services to further and assist arbitration.

Bona fide union - A union chosen or organized freely by employees without unlawful influence on the part of their employer.

Breach of contract - Alleged violations of the collective bargaining agreement which may be subject to an established grievance machinery or may be remedied by suing through the courts.

Bumping - During layoffs, the displacing of junior employees by workers of longer service; sometimes referred to as "backtracking".

Bureau of National Affairs (BNA) - An information service that covers federal and state developments in labor relations with special materials in the fields of collective bargaining, arbitration, wage and hour regulations.

Business agent - A union official who handles grievances, helps enforce agreements, and performs other administrative tasks for the union. Usually paid employees of the union.

Business unionism - ("bread-and-butter" unionism) - Used to characterize objectives of trade union movement in the United States with emphasis on higher wages and better working conditions rather than political action or radical reform of society.

Byrnes Act - see Anti-Strikebreaking Act.

C:

Card-carrying members - Union members in good standing who have evidence of their membership.

Card Check - Checking union authorization cards signed by employees against employer's payroll to determine whether a union represents a majority of the employees.

Carnegie Commission Reports - Reports by the Carnegie Commission on Higher Education have served as informational resources for policy-makers in universities, government and business organizations. The Commission's investigations have included Federal funding, expanding educational opportunity, community college development, campus dissent, financing higher education, etc.

Caucus - In negotiations, when the union or employer requests a recess to discuss, by itself, a proposal or offer made by the other party or mediator.

Cease and desist order - Command issued by a labor relations board requiring employer or union to abstain from unfair labor practice, or abide by guidelines in the enabling legislation.

Certification - Normal determination by state administrative agency that a particular union is the majority choice and hence exclusive bargaining agent of all employees in a given bargaining unit.

Chairperson - see Department Chairperson

Challenged ballot - A vote questioned by one of the parties to a representation election. Challenged ballots are kept sealed, and opened and counted only if their number is sufficient to affect the outcome of the election.

Checkoff - Employer, by agreement with the union, withholds union dues and assessments from the pay of union members and turns the funds over to the union. The 1947 Labor-Management Relations Act and the state laws permit checkoff only for those employees who individually authorize the employer to make such withholdings.

Clarification of unit - A procedure where an administrative agency or the employer and union, redefine a bargaining unit.

Classification plan - A method of describing and evaluating a job so that a fair rate of pay may be assigned which has some relationship to the status of the job and the proficiency required to perform it.

Closed shop - Employees must belong to the union before they can be hired was declared illegal by the 1947 Labor-Management Relations Act.

Closed union - A union which purposely makes membership in that union difficult by setting high initiation fees, limiting admission to persons, completing specified apprenticeship training, setting social and ethnic barriers, or using other methods to protect the job opportunities of present union members.

Coalition (coordinated) bargaining - joint or cooperative efforts by a group of unions in negotiating contracts with an employer who deals with a number of unions.

Coercion - Economic or other pressure exerted by an employer to prevent employees from freely exercising their right to self-organization and collective bargaining, or intimidation by union or fellow employees to compel affiliation with union.

Collective agreement - see Agreement, Contract.

Collective bargaining (collective negotiations) - A method of bilateral decision making in which representatives of the employees and employer determine the conditions of employment of all workers in a bargaining unit through direct negotiation. The bargaining normally results in a written contract which is mutually binding and sets forth wages, grievance procedures, and other conditions of employment to be observed for a stipulated period. Collective bargaining is to be distinguished from individual bargaining, which applies to negotiations between an individual employee and the employer.

Collegiality - Refers to the concept of shared authority in decision-making characterized by joint faculty-administration committees or deliberation bodies. Management and employees exercise joint responsibility. The term traditionally applied to campus governance. See also adversary model.

Collusion - A conspiracy between an employer and the certified representative of his employees to defraud the employees while providing the semblance of a genuine bargaining relationship.

Community colleges - Public or private 2-year colleges that offer academic, general, occupational, remedial and continuing adult education.

Community of interest - A factor to be considered in determining whether employees should be grouped together as an appropriate bargaining unit. Community of interest guidelines include similar working conditions, similar job responsibilities, desires of the employees, common, centralized supervision or work site, common skills or educational requirements.

Company union - Organizations of employees of a single employer usually with implication of employer domination. National Labor Relations Act and nearly all public sector collective bargaining statutes declare such employer domination as an unfair labor practice. Faculty senates and similar bodies considered by some to be modern company unions.

Conciliation - Attempts by neutral party to reconcile opposing viewpoints in a labor dispute in order to help the negotiating parties come to a voluntary settlement. In current usage, the terms conciliation and mediation are used interchangeably, although traditionally a "conciliator" played a less active role than a "mediator" in a labor dispute.

Consent Election - A method of holding elections and determining the wishes of employees in an appropriate bargaining unit without a formal hearing.

Continuous negotiating committees (interim committees) - Established by employers and employee organizations in a collective bargaining relationship to keep an agreement under constant review to discuss possible changes long in advance of its expiration date. (see also Crisis Bargaining).

Contract - Formal agreement over wages, hours and conditions of employment between an employer or group of employers and one or more unions representing employees.

Contract bar clause - Rules applied by the NLRB to determine when an existing contract between an employer and a union will bar a representation election sought by rival group.

Contributory welfare plan - A retirement pension or other benefit plan whose cost is shared (not necessarily equally) by both the employer and the employees.

Cooling-off period - Period during which employees are forbidden to strike, under a law which requires a definite period of notice before a walkout.

Cost-of-living adjustment - see Escalator Clause.

Cost-of-living index - A measure of the change in the retail price of goods, rents, and services. The most widely known index, Consumers Price Index or CPI, of the Bureau of Labor Statistics, is issued every month and represents the average change in prices of living essentials in representative large cities.

Crisis bargaining - Collective bargaining taking place under the shadow of an imminent strike deadline. (see also Continuous negotiating committee).

D:

Daily Labor Report - A report published by the Bureau of National Affairs, Inc. to provide practitioners with official decisions and actions affecting labor-management relations.

Deauthorization election - Election held by the NLRB under the Taft-Hartley Act to determine whether employees wish to deprive their union bargaining agent of authority to bind them under a union-shop contract.

Decertification - Withdrawal from a union of its recognition as exclusive bargaining agent, following a vote by employees that they no longer want the union as their representative.

Deferred wage increase - Negotiated changes which do not become effective until some specified date in the future.

Department chairperson - Faculty member responsible for certain administrative and supervisory tasks. The position has been included in some faculty units and excluded in others, and their role is a critical area in academic unionization. National Labor Relations Board has developed guidelines for deciding whether they are first-level administrators or faculty members who should be in the bargaining unit.

Department seniority - Seniority based upon years of service in a particular department or agency of a jurisdiction rather than the entire service time.

Direct action - A way in which some unions gain concessions from the employer or force management to settle a grievance through the use of threats, slowdowns, or various forms of strike action rather than using negotiations or the grievance machinery in the collective bargaining contract.

Disaffiliation - The procedure whereby a local union separates from the national or international union of which it is a member; or a national or international union withdraws from a federation to which it belongs.

Discharge - Involuntary dismissal of an employee for cause. A discharged employee, unlike one laid off, loses his seniority rights to re-employment.

Discrimination - Refusal to hire, promote, or admit to union membership because of race, creed, color, sex, age or national origin; also a means of encouraging or discouraging membership in a labor organization.

Dismissal - see Non-reappointment.

Dismissal wage - Payment by the employer to an employee who is permanently and involuntary laid off.

Dispute - A controversy between an employer and employees (or union) that is sufficiently serious to be referred to an arbitrator or government agency for settlement or to threaten or cause a work stoppage.

Dispute settlement - Techniques used to resolve labor-management disputes in order to avoid strikes or other forms of economic warfare. There are many methods used for settlement of these differences, such as mediation, conciliation, fact-finding, emergency boards, arbitration, or litigation.

Downgrading - The reassignment of workers to tasks with lower skill requirements and lower pay rates may occur during periods of work force reduction through the bumping process.

Due process - Two categories; substantive due process seeks to guarantee that convincing reasons exist for whatever decision is reached; procedural due process refers to method for carrying out decision process.

Dues check-off - see Check-off.

Dues, union - see Union Dues.

Duty to bargain - see Good Faith Bargaining.

E:

Earnings - Total remuneration for services rendered or time worked including overtime, bonuses and commissions, and other premium pay. (see also Escalator Clause).

EEOC - The Equal Employment Opportunity Commission, established by Title VII of the Civil Rights Act of 1964, prohibits employers or labor unions with 25 or more employees from discriminating against an individual because of race, color, religion, sex or national origin.

Eligibility list - A list usually used by civil service agencies to determine, after written or oral examination, those persons who are eligible to be hired for certain jobs. Another form of eligibility list is used in representation elections conducted under federal and state labor relations laws which names those employees eligible to vote.

Employee election - Balloting by employees for the purpose of choosing a bargaining agent or unseating one previously recognized.

Employer association - An organization of employers in related enterprises, usually acting together to establish labor policy or to bargain as a group with one or more unions.

Employment contract - Agreement between an employer and one or more employees.

Enabling legislation - With regard to Collective Bargaining, laws which allow public employees to organize into associations and bargain as a single entity. See Meet and Confer.

Equal pay for equal work - A wage plan or legal provision for the same compensation to all employees within an establishment or other bargaining unit, who are performing the same kind and amount of work, regardless of race, sex, or other characteristics of the individual workers.

Escalator clause - A clause in the contract requiring that wage/salary scale be adjusted periodically to changes in the cost of living (as determined by the Consumer Price Index).

Escape period - A period, normally 15 days, enabling employees to resign from a union so as not to be bound to continue membership under membership-maintenance agreements.

Exclusive representation - Granting a union status as the sole representative of the designated bargaining unit.

Exempt employees - Employees who are not subject to the provisions of the Fair Labor Standards Act.

Exigency - see Financial Exigency.

Expiration date - Formal termination date established in a collective bargaining agreement, or the earliest date at which the contract may be terminated.

F:

Fact-finding - A means of resolving impasses in bargaining in which an independent third party, usually appointed by a labor relations agency, by the parties themselves, or, at the request of the parties, by the American Arbitration Association, holds a hearing and makes non-binding recommendations for resolving disputes.

Faculty - Those employed by a college or university in a professional capacity; can refer to administrative, teaching and non-teaching personnel.

Faculty rights and responsibilities - see Academic Freedom.

Fair employment practice - Conducting employment in compliance with prohibitions against discrimination because of race, color, religion, sex, or national origin.

Fair share - A fee paid to the union by members of a bargaining unit who have not joined that union. The fee covers the services of the union in securing bargained for benefits such as negotiated wage rates and grievance arbitration procedures enjoyed by the non-union employee.

Featherbedding - Practices, usually by unions, such as demanding payment for work not performed, refusing to allow adoption of labor-saving equipment, and creating non-essential jobs.

Federal mediation and conciliation service-(FMCS) - Basic arbitration function is the maintenance of a roster from which the Service can nominate arbitrators to the parties.

Field examiner - An employee of the NLRB whose primary duties are to conduct certification elections and to conduct preliminary investigations of unfair labor practice charges.

Final offer arbitration - Forces arbitrator to choose between employer's and union's positions on each issue or as a package, in dispute under the arbitration.

Financial exigency - Fiscal situation where employer feels it is necessary to curtail programs and/or lay off employees. Also a situation in which a university declares that its financial difficulties warrant abrogation of job-security provisions, including tenure. See also Retrenchment.

Fiscal dependence - Term indicating a government unit's lack of revenue-raising power.

Formal notification - A procedure that is occasionally required in a collective bargaining agreement which calls for the parties to specify the form a particular type of notice must take in order to assure the parties that the information will be properly and officially delivered.

Free rider - A union term for a worker who does not belong to a union but nevertheless receives the benefits derived from a union-negotiated contract or other union activity.

Fringe benefits - Compensation other than salary, such as insurance, medical benefits, pensions, and other similar benefits that are given to an employee under his employment or union contract in addition to direct wages.

Functus officio - An arbitrator's authority and jurisdiction are entirely terminated by the completion and delivery of an award. After the award has been rendered, the arbitrator should not issue any clarification or interpretation thereof, or comments thereon, except at the request of both parties.

Furlough - Period of layoff.

G:

Goldfish bowl bargaining - A controversial procedure in which collective negotiation sessions are open to the press and the public and are constantly under the surveillance of the public eye. The theory is that if public funds are involved the negotiation process leading to an allocation of those funds should be open to public scrutiny. Also called "Sunshine bargaining."

Good-faith bargaining - Employees and management agree to bargain according to the governing rules and legislation and to work toward reaching a settlement through negotiation.

Goon - A person hired either by a union or by management during a labor dispute to create violence and intimidate the other side.

Governance - The act of collegial decision-making, peer group evaluation or administrative deliberations made in the context of running a university. See Collegiality.

Grievance - A complaint usually by an individual, but sometimes by the union or management, concerning interpretation of a collective bargaining agreement. Method of dealing with individual grievances is usually spelled out in the union contract.

Grievance arbitration - see Arbitration, Grievance.

Grievance committee - Committee designated by a union to meet periodically with the management to discuss grievances that have accumulated.

Grievance machinery - The methods, usually described in the collective bargaining agreement, to resolve problems which arise in the application and interpretation of the contract.

Grievance procedure - A method of dealing with a complaint made by an individual or by union or management that allows the work place to continue operating without interruption. The complaint concerns an alledged violation, misinterpretation, or misapplication of a contract. The procedure generally provides for discussions of the grievance at progressively higher levels of management authority, with arbitration typically being the last step.

Guaranteed employment - A plan established by an employer or through employer-union negotiations, whereby employees are assured a specified number of days' work per week or weeks per year or the equivalent in wages.

Guaranteed wage rate - The base rate or other established minimum which is guaranteed under most incentive wage systems regardless of actual output.

H:

Hearing - A meeting during which argument and testimony are taken to develop a factual record relevant to the issue(s) in representation.

Hiring freeze - No new employees are added to the work force.

I:

Illegal strike - A work stoppage forbidden by law because specified legal procedures have not been followed prior to the stoppage or because of an injunction forbidding the stoppage. Can also refer to a stoppage which has not been authorized by proper union officials or voted on, in accordance with union rules, by union members.

Immunity clause - A contract clause designed to protect a union from suits for contract violation growing out of unauthorized strikes.

Impartial chairman - An outside person employed jointly by union and employer, usually for a definite period of time, to assist in negotiating and administering the collective agreements. After contract is negotiated, it is function of impartial chairman to see that both parties observe terms of the contract and to make final decisions as to interpretation or application.

Impasse - That point in the negotiations at which either party determines that no further progress in reaching an agreement can be made. Technical impasse refers to point at which agreement is supposed to be reached but has not, and parties continue to bargain in good faith.

Improper practice - Conduct prohibited by statute or administrative regulation. The term is also used in public employment relations for unfair labor practice.

Increment - One of a series of wage levels in a range between the maximum salary and the minimum salary specified for a particular job classification.

Individual bargaining - The process of negotiation which takes place between the individual employee and his employer. When collective bargaining was not widespread, individual bargaining prevailed.

Individual employee grievances - The right of an individual employee, under the terms and conditions of the collective bargaining agreement, to process his grievance outside the normal grievance machinery. The settlement which the individual employee receives may not violate the terms of the collective bargaining and the union usually must be notified and given the opportunity to have its representative present at the time the final settlement is reached.

Industrial relations - General term covering matters of mutual concern to employers and employees; the relationships, formal and informal, between employer and employees. See also Labor Relations.

Initiation fee - Fee required by unions for membership. If such fees are ruled excessive or discriminatory by a labor board or court, an employer may not be held to the obligation, under a union shop, of discharging employees who do not join the union.

Injunction - A mandatory court order to perform or cease a specified activity usually on the ground that the complainant will suffer irreparable injury from unlawful actions of the other party.

Instant tenure - A term used to describe contract provisions by which all bargaining-unit members, from the moment of appointment, are equally protected from dismissal.

Interest arbitration - See Arbitration, Interest.

Interference - Interference with the right of employees to self-organization and to bargain collectively.

Interim agreement - A memorandum of agreement designed to avoid a strike or other job action and/or to maintain conditions of employment until the final contract is signed.

J:

Job action - Concerted action by employees against the employer, usually at the point of impasse in contract talks. If the current contract contains a "No Strike" clause, job action can take the form of picketing, slowdown, or other similar protest.

Job security - Contract provisions that protect employees from dismissal, usually through a seniority system. In higher education, job security often includes a traditional or expanded tenure system.

Joint bargaining - Process in which 2 or more unions join forces in negotiating an agreement with a single employer.

Joint council - A body consisting of representatives of union and employer associations which exists to settle disputes arising out of a contract.

Judicial review - Proceedings before courts for enforcement or setting aside of orders of labor relations boards.

Junior colleges - Public and private 2-year colleges.

Jurisdiction - Right claimed by union to organize class of employees without competition from any other union; province within which any agency or court is authorized to act.

Jurisdictional dispute - Disagreement among unions as to who should represent a group of workers, or disagreement about the right of employees to perform certain types of work. If conflict develops into a work stoppage, it is called a jurisdictional strike, which is usually illegal.

L:

Labor grade - The category to which a particular job is assigned on the basis of skill, experience and other requirements, each grade having progressively higher minimum and maximum wage rates, to simplify wage structure and transfers of personnel.

Labor laws - Usually applied to federal or state legislation aimed at improving the conditions of workers or protecting the rights of labor unions.

Labor lobby - The arm of a labor organization or coalition of organizations that tries to influence state or federal legislations to enact and support labor-sponsored legislation.

Labor-Management Relations Act (Taft-Hartley Act) - A federal statute passed in 1947 amending the Wagner Act of 1935. Among the important provisions of the law are: (1) closed shop is outlawed; (2) government authorized to seek an injunction preventing any work stoppage for 80 days in strike that imperils nation's health and welfare; (3) unions are prohibited from using union funds in connection with national elections; (4) unions must file financial statements with the Department of Labor and the membership; (5) the states are authorized to pass right-to-work laws.

Labor-Management Reporting and Disclosure Act (Landrum-Griffin Act) - A federal statute, passed in 1959, designed to rid unions of corruption and to ensure internal union democracy. Contains a "bill of rights" for union members, regulations concerning trusteeships, conditions to be observed in elections of union officers, and a definition of the fiduciary obligations of union officers.

Labor movement - General term usually applied to organized labor and its growth, structure, and activities, but may sometimes refer to all concerted economic, political and social activities of organized employees.

Labor organizer - A person employed by a union to enlist the employees of a particular employer or region in the union.

Labor relations - A general term used in connection with any or all matters of mutual concern to employers and employees. Sometimes given a more limited meaning to indicate the kind of recognition in effect between an employer and union.

Labor Relations Board - State or federal agencies which primarily handle labor relations. Usually handle unfair labor practices, and supervise representation elections.

Landrum-Griffin Act - see Labor-Management Reporting and Disclosure Act.

Last best offer - A method of interest arbitration in which each party submits a "last best offer" to the arbitrator, who chooses one of these offers as his final decision. He is not allowed to make a compromise between the two offers. The intent of this method is to increase the risk to the parties if they do not settle by themselves and to spur negotiated agreements.

Layoff - Shifting or eliminating faculty members because of institutional financial exigency, reallocation of resources, reorganization, or curtailment of programs. Laid-off employees usually retain seniority rights.

Leave of absence - Allowed time off from a job with the right of reinstatement and without loss of seniority.

Legally required benefits - Employee-benefit programs to which employers must contribute, or insurance that they must purchase for employees according to law, e.g., social security.

Living document - Terms of an agreement, particularly a long-term agreement, that are subject to review and renegotiation by the parties if conditions change or unforeseen events come about, despite the absence of a reopening clause.

Local, local union - The local chapter or affiliate of a national or international labor organization.

Lock-out - Closing down of a business or university, for example, as a form of economic pressure upon employees to enforce acceptance of employer's terms.

Long-term contract - Generally, a collective bargaining agreement with a duration of 2 or 3 years or longer as distinguished from a 1-year agreement.

M:

Maintenance of membership - Union-security agreement requiring that employees who are members of a union on specified date, or thereafter become members, remain members for the duration of the contract as a condition of employment.

Make whole - The recourse available to individual who has been discriminated against by an employer through an illegal act, e.g., reinstatement to job.

Management prerogatives - Rights that employers feel are exclusively their own and hence not subject to collective bargaining and negotiations. Often include the right to determine the services necessary to maintain efficiency and order, and to hire and direct the work force.

Management-rights clause - Collective bargaining contract clause that expressly reserves for management certain rights and specifies that the exercise of those rights shall not be subject to the grievance procedure or arbitration. A special problem in faculty negotiations because of indistinct meaning of "management" rights.

Mandatory subjects of bargaining - Primarily economic subjects that must be negotiated if one party so desires.

Master contract - A single collective bargaining contract that sets forth salary, working conditions, etc., for all employees in the bargaining unit but allows individual agreements with employer on certain matters.

MED-ARB - An impasse procedure which operates as a combination of mediation and arbitration. In this process the neutral acts as a mediator on as many issues as possible but has the authority to act as an arbitrator on issues left unsettled. Whatever is settled by mediation becomes part of the arbitrator's decision and is written up as a decision.

Mediation - A method of resolving an impasse in negotiations in which a third party, agreeable to both sides, assists union and employer in coming to an agreement. Unlike arbitrators, mediators cannot make binding settlements.

Meet and confer - Some state public sector labor laws allow employees to confer as a group with management over compensation, working conditions, etc., but do not require employer to agree to a contract. See Enabling Legislation.

Merit rating - A formalized periodic rating of employees' efficiency and other qualifications used as a basis for wage increases, promotions and, in some plants, as one factor taken into consideration to determine order of layoff.

Minimum wage - Lowest wage rate allowed by either federal or state law.

Minority union - A union which does not have exclusive bargaining rights because it has not been able to win the support of majority of the employees in a particular unit. Maintains its group identity and may in fact be recognized by the employer as the representative of a minority of workers.

Model agreement - A collective bargaining agreement sometimes recommended by an employee organization to its locals to serve as a standard agreement for a certain geographic area or industry.

Modified union shop - An agreement between an employer and a union requiring all present members to retain their membership and all new employees to become members, but does not require employees who were not members at the time the agreement was signed to join the union.

Monitorship - Supervision or surveillance of a union by an outside party, usually for a limited time, imposed by order of a court or parent union organization.

Multi-unit bargaining - Collective bargaining between a union which represents many bargaining units and an employer or group of employers.

N:

NEA - The National Education Association - A union that represents the largest number of faculty members in collective bargaining.

National Labor Relations Act (Wagner Act) - Federal law passed in 1935 which guaranteed workers the right to organize and join unions and to bargain collectively. "It is the basis for government oversight of labor relations between private employers, including private colleges and universities, and their employees."

NLRB - National Labor Relations Board - Created by N.L.R.A. to oversee labor relations.

National union - A union having broad regional coverage with numerous affiliated locals.

Negotiating committee - Committee of a union or an employer selected to negotiate a collective bargaining contract.

Negotiating ranges - The range, including a minimum and maximum level, set by each of the parties to collective negotiations, within which they are willing to reach a settlement on any one particular issue, and beyond which it is more desirable to strike.

Negotiation - The process by which representatives of labor and management bargain to set conditions of work, e.g., wages, hours, benefits, working conditions, and the machinery for handling grievances.

Neutrals - General term covering mediators, fact-finders, arbitrators, and other individuals who might assist the parties in their bargaining or contract administration efforts.

No-agent vote - An option available in collective bargaining elections that indicates a desire not to be represented by a bargaining agent.

No-raiding agreement - Jurisdictional agreements between national or international unions in which they agree not to pressure or entice workers to leave a union which has an established bargaining relationship with the employees in order to join another.

No-strike clause (and no-lockout clause) - Provision in a collective bargaining agreement in which employee organization agrees not to strike and employer agrees not to lock-out employees for the duration of the contract.

Non-binding arbitration - Arbitration in which neither employees nor management is obliged to abide by the decisions of a third party called in to mediate a labor dispute. See also Arbitration, Fact-finding, Mediation.

Noncontributory welfare plan - A health or pension program, financed entirely by the employer, for the benefit of employees.

Non-reappointment - Not renewing the contract of an untenured or probationary faculty member. Non-reappointment usually involves a decision not to grant tenure, takes effect at the end of the teacher's contract, and differs from dismissal, which is immediate.

Non-teaching professional - That group of people who do not teach but who hold professional positions in a college or university. Examples include librarians and admissions counselors.

Norris-LaGuardia Act - see Anti-Injunction Law.

O:

Open-end agreement - A collective bargaining agreement which has no fixed termination date but which is in effect indefinitely, subject to a specified number of days' notice by either party that it considers the agreement at an end.

Open shop - Opposite of closed or union shop; employees are not required to join or pay fees to a union.

Organizational picketing - Picketing of an employer in an attempt to induce the employees to join the union.

Outlawed strike - Strike forbidden by law.

P:

Package increase - A combination of benefits including wage increases.

Partial strike - A work stoppage by key employees in an operation in order to put economic pressure on the employer.

Past practice clause - A clause in a contract stating that previous practices of the employer will continue unless they are modified by contract. In higher education, such a clause is commonly used to continue faculty participation in campus governance. The opposite of a zipper clause.

Performance evaluation - The evaluation of occupational or educational merits. Usually used for decisions regarding promotion, tenure, or non-renewal.

Permanent arbitrator - An arbitrator who is appointed under the terms of a collective bargaining agreement for a specific time period to hear all grievance arbitrations during that time. The value of a permanent arbitrator is the speed with which he can render decisions, the consistency of his decisions, and the probability that his decisions will be more acceptable than those of a "stranger" arbitrator.

Permissive subjects of bargaining - Subjects not covered in mandatory subjects, but not illegal. Parties may bargain these issues only if both sides wish to do so.

Picketing - A person or persons posted by a labor organization at the approach of a work place during a labor dispute for the purpose of (a) informing the public and employees that a dispute exists, (b) persuading workers to join or continue the strike or boycott, (c) preventing persons from entering or going to work.

Political expenditures - The money spent by unions or management to influence the nomination and election of political officials. Such expenditures are forbidden by the Federal Corrupt Practices Act unless, in the case of unions, they are made from voluntary contributions of union members rather than from union dues.

Portable pensions - Pension plans which increase the mobility of employees by allowing them to transfer earned pension credits from one employer to another.

Preferential hiring - Agreed-upon arrangement whereby the employer gives preference in hiring to union members, to applicants with previous training and experience in the industry, to workers displaced from another plant or from another part of a particular plant, or by order of the NLRB to employees found to be discriminatorily discharged.

Preferential shop - An agreement between an employer and union whereby union members are afforded preference over non-members in some aspect of employment; for example, the last to be laid off and the first to be rehired.

Preventive mediation - Procedures designed to anticipate and study potential problems of employment relations. These procedures may involve early entry into a resolution of employment disputes before a strike threatens.

Probationary employee - A new employee on a trial basis who is usually not covered by seniority or other protective rules and, under most union-shop arrangements, is not required to join the union.

Probationary faculty - Faculty members who are awaiting tenure.

Professional employee - As defined by the N.L.R.A. - Any employee whose work is predominantly intellectual and varied in character, involves the consistent exercise of discretion and judgment, and required knowledge of an advanced nature in the field of physical, biological, or social science, or in the field of learning. (Work is of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time.) Employees qualifying as "professional" under Sec. 2(12) of the Taft-Hartley Act may not be included in a unit containing non-professional employees unless the professional employees so elect.

Professional sanctions - Techniques to bring pressure upon an employer which were developed by the National Education Association as alternatives to the strike sanctions include the following: publicity directed at unsatisfactory working conditions; recommendations that members of the profession refuse to accept employment with the employer; censure, suspension, or expulsion of members who take jobs with the employer; organized campaigns to arouse public opinion and political action to force change.

Progression wages - Graduated wages, within specifice limits for each job, based on length of service or merit ratings in contrast to increased wages resulting from promotions to higher jobs.

Q:

"Quickie" strike - A spontaneous stoppage of work by a group of employees without the sanction or approval of the union; also known as a wildcat strike.

R:

Raiding - An organization's attempt to enroll members of another organization or employees already covered by an agreement negotiated by another organization, with the intent to usurp the latter's bargaining relationship.

Rank and file - Members of a union other than the officers.

Ratification - Formal approval of a newly negotiated agreement by vote of the organization members affected.

Recall - Process of reinstating laid-off employees usually based on the same principles that governed order of layoff in inverse order (e.g., last worker laid off is first to be rehired).

Recognition - The acceptance by an employer of an employee organization as the majority representative of employees in an appropriate unit. Recognition is a major step in the establishment of a collective bargaining relationship and usually follows an election in which the majority of employees have selected an organization to represent them. Under certain conditions, employers may also voluntarily recognize an organization without an election or official certification.

Refusal to bargain - Findings made by the administrative agency indicating that either the employer or the union has failed to bargain "in good faith" according to the requirements of the statute.

Reinstatement - Return to employment of persons unlawfully discharged.

Renewal clause - The section of a collective bargaining agreement which provides for the automatic extension of the agreement, usually on a year-to-year basis.

Re-opening clause - A provision in a collective bargaining agreement stating the time or the circumstances under which negotiations can be requested prior to the expiration of the contract. Re-openings are usually restricted to specific wage issues and not used for the contract as a whole.

Representation proceeding - A procedure for the purpose of determining the majority representative of employees, if any, in an appropriate collective negotiating unit.

Retirement, compulsory - A provision in collective bargaining agreements or employer policy which compels retirement of employees at a fixed age.

Retrenchment - Refers to the layoff of academic personnel or the curtailment of academic programs due to the loss of enrollment or financial exigencies.

Retroactive pay - A delayed wage payment for work done previously at a lower rate. Income due workers when a new contract provides for a wage increase for work completed prior to the time the contract goes into effect.

Right-to-bargain - The collective bargaining rights of a labor organization as provided for by federal and state law. It obtains these rights when it has been recognized and certified as the collective bargaining agent for employees in the bargaining unit. The right to bargain is retained as long as it is supported by a majority of the unit.

Right-to-organize - The right to be free from interference or retaliation of any kind by the employer; one of the basic rights given to employees under collective bargaining legislation.

Right-to-work - A term describing laws which ban union-security agreements by forbidding contracts making employment conditional on membership or non-membership in labor organizations, i.e., a term banning union-security agreements, such as union and agency shops.

Right-to-work laws - State laws which make it illegal for a collective agreement to contain union shop, maintenance of membership, preferential hiring, or any other clauses calling for compulsory union membership. State legislatures were authorized to pass such laws by the Taft-Hartley Act of 1947.

Ripple effect - The impact of a negotiated wage increase or other economic benefit upon the expectations of other employees who are not covered by that collective bargaining agreement but who work under the same employer.

Rival union dispute - A dispute between two or more unions over which one shall represent a particular group of workers as their collective bargaining agent. A rival union dispute differs from a jurisdictional dispute in that the latter is concerned with claims to jobs or kinds of work, whereas in a rival union dispute the unions acknowledge no jurisdictional boundaries between them but each is contending for the right to represent the workers on the jobs.

Run-off election - Second election directed by a labor board when the first election failed to produce a majority vote for any one choice presented.

S:

Sabbatical leave - A leave of absence granted a faculty member after a period of service, usually seven years.

Scab - An employee who continues to work during a strike; also a person who accepts employment in a non-union shop or under non-union conditions at a time when the union is trying to organize the industry.

Scope of bargaining - The actual subject matter which management and employee organizations bring within the area of the collective bargaining agreement. Two kinds of bargainable issues - mandatory and permissive.

Secondary strike - A strike against an employer who uses or sells materials from a struck plant; differs from a sympathetic strike in that there is a business connection between the employers involved in the initial and the secondary strikes.

Separability clause - A stipulation in an employer-union agreement which protects the validity of the remainder of the contract should any particular provision be declared illegal or void for any reason.

Settlement agreement - Terms agreed upon in the settlement of charges before the NLRB without a full-dress hearing, decision, and order. To be binding, such agreements must have the consent of the NLRB.

Severance pay - A lump sum paid to a worker who has been permanently separated from the job due to a reduction of the work force, the elimination of certain job classifications, or any reason for which the worker is not responsible.

Showing of interest - Support union must show among employees in bargaining unit before NLRB will process union's election petition. The Board requires a union seeking a representation election to make a showing of interest among 30 percent of the employees in the bargaining unit.

Standard agreement - A collective agreement prepared by the national union for use by its locals. The purpose of a standard agreement is to relieve the locals of the task of drafting their own agreements while promoting the standardization of working conditions throughout the industry.

State arbitration statutes - Are of three general types: (1) general statutes designed primarily for commercial disputes some of which may be used for labor disputes; (2) special labor arbitration statutes, which contain some detail as to procedure; and (3) statutes which merely "promote" arbitration by charging a state agency to encourage its use.

Strike - Concerted cessation of work as a form of economic pressure by employees, usually organized, to enforce acceptance of their terms. (See also Strike, Illegal Strike, Sympathetic Strike).

Strike notice - Any type of notice that must be filed with a state or federal agency stating that negotiations have come to an impasse and a strike is pending.

Strike vote - Balloting or canvass on question of calling a strike.

Student employment - For the purposes of this bibliography, graduate student employment that might have a collective bargaining relationship, such as teaching assistants and research assistants.

Submission - A submission (sometimes called a "stipulation" or an "agreement to arbitrate") is used where there is no previous agreement to arbitrate. The submission, signed by both parties, describes an existing dispute, and often also names the arbitrator.

Sunshine bargaining - See Goldfish bowl bargaining.

Supervisor - As defined by the N.L.R.A. - Any individual having authority in the interest of the employer to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, to adjust their grievances, or effectively recommend such action. Under most labor laws, supervisors may not be included in a bargaining unit with employees they supervise.

Sympathetic strike - A strike of workers who are not directly concerned with the matter in dispute but have participated in order to demonstrate worker solidarity and thus broaden the group pressure upon the employer against whom there is a strike for a specific cause.

T:

"Tandem" wage increase - An increase automatically given a group of employees as the result of an increase negotiated with another group. For example, a pay increase to office workers similar to that negotiated with production workers.

Taylor Law - The popular name of New York State's public employee collective bargaining statute, enacted in 1967.

Temporary employee - One who is employed for a short period of time and who therefore does not have seniority rights or other privileges incident to permanent status. Under union-shop agreements, may be given a working permit in lieu of union membership.

Tenure - Long-term job security and salary rights given to a faculty member upon his completion of a probationary period. Generally granted to faculty members after three to six years of service in an institution, protecting them from dismissal for all but gross violations of law and ethics.

Tenured-in - A situation in which the number of tenured faculty members prohibits the infusion of new teachers.

Top-down contract - A collective bargaining agreement reached between an employer and the head of the union without the participation of the rank and file through either a negotiating committee or a ratification procedure.

U:

Umpire - An outside person employed jointly by the union and the employer, usually for a definite period of time, to whom final decision disputes over the interpretation or application of provisions of the agreement are referred. Although arbitrator, impartial chairman, referee, and umpire are sometimes used indiscriminately, the latter three are more commonly applied when such persons serve in a permanent capacity as distinguished from an arbitrator who is appointed to settle a particular dispute.

Unauthorized strike - A strike by employees contrary to the advice or without the consent of their union.

Unfair employment practice - Discrimination in employment based on race, color, religion, sex, or national origin. Forbidden by federal and some state laws.

Unfair labor practice - Practice forbidden by the National and several State Labor Relations Acts. Common unfair labor practices include an employer's dominating or supporting a union, or threatening employees with reprisals if they choose to unionize.

Union - Labor organization.

Union dues - Monthly sums paid by union members to their local unions. The amount of the dues is sometimes set by the international union, but more often by the local.

Union jurisdiction - The types of work, or entire industry, which a union claims or which its federated body (A.F.L. - C.I.O.) has assigned to it, as a basis for its membership. (See Jurisdictional Disputes).

Union organizer - Member of a staff of a local or international union whose function, among others, is to recruit new members.

Union security clauses - Provisions in a collective bargaining agreement designed to secure the status of the employee organization against employers, non-union employees, and/or raids by competing organizations. Some devices are agency, closed, and union shops, and maintenance-of-membership provisions.

Union shop - Arrangement with a union by which employer may hire any employee, union or non-union, but the new employee must join the union within a specified time and remain a member in good standing.

Union steward - A union representative usually elected by the employees to help them with grievances and convey information to union officials or administrators. The union or "shop" steward continues to work for the employer, while handling union duties.

Unit - Shortened form of "unit appropriate for collective bargaining." It consists of all employees entitled to select a single agent to represent them in bargaining collectively. Often called the bargaining unit.

Unit determination - The process by which certain employees are grouped into a unit to select a single bargaining agent to represent them in collective bargaining negotiations. Determination is based on several criteria such as community of interest, employee desires, collective bargaining history, and the administrative organization of the employer.

Up-or-out rule - A practice, used by most colleges, under which faculty members who are not granted tenure after a specified period are automatically dismissed. See also Non-reappointment, Probationary Faculty.

V:

Vesting rights (vested rights) - Applicable to many pension or retirement plans. Refers to the pension rights which permit employees to terminate employment before attaining retirement age, but without forfeiting accrued pension financed through employer contributions.

Voluntary recognition - See Recognition.

W:

Wage award - The specified wage rates determined by an arbitrator or government agency.

Wage reopener - A clause in the contract allowing re-opening of negotiations on wages after a certain time, or dependent on certain conditions, even though the contract has not terminated.

Wagner Act - See National Labor Relations Act.

Walkout - Often a synonym for a strike; sometimes a synonym for a wildcat or quickie strike.

Wildcat strike - A work stoppage, usually spontaneous, by a group of organized employees without the authorization or approval of the employee organization.

Work jurisdiction - Right claimed by union under its charter to have its members and no others engaged in certain work. (See Jurisdictional Dispute).

Work load - The quantitative measure of an hour's or a day's performance on a job. The term is usually applied to a standard of output which is supposed to represent reasonably efficient production without risk to health or safety.

Work permit - Card issued by union having closed shop to show permission that holder, though not a full-fledged union member, may be employed under contract.

Work rules - Rules regulating on-the-job conditions of work, usually incorporated in or referred to by the collective agreement.

Work stoppage - A temporary halt to work, initiated by workers or employer, in the form of a strike or lockout.

Written grievances - Grievances which must be written out; required in most collective bargaining agreements.

Z:

Zipper clause - Clause that seeks to close all employment terms for the duration of the labor contract by stating that the agreement is "complete in itself" and "sets forth all terms and conditions" of the agreement. The opposite of a past-practices clause.

GLOSSARY SOURCES

Academic Collective Bargaining Information Service. Glossary of labor terms. Washington, D. C., ACBIS, n.d.

Anderson, William S. ed. Ballentine's law dictionary. Rochester, N.Y.: The Lawyers Co-Operative Publishing Company, 1948.

Bureau of National Affairs. Government employee relations report. 91:01-03, 1970.

Doherty, Robert E. and Gerard A. DeMarchi. Industrial and labor relations terms, 3rd ed. Ithaca, N.Y.: New York State School of Industrial and Labor Relations, Cornell University, 1974.

Elkouri, Frank and Edna A. Elkouri. How arbitration works. Washington, D.C.: The Bureau of National Affairs, 1973.

Kemerer, Frank R. Understanding faculty unions and collective bargaining. Boston: National Association of Independent Schools, 1976.

Means, Howard B. and Philip W. Semas, eds. Faculty collective bargaining. (A Chronicle of Higher Education Handbook). Washington, D.C.: Editorial Projects for Education, 1976.

Midwest Center for Public Sector Labor Relations. Terms in public sector labor relations; a practitioner's guide. Bloomington, Ind.: Indiana University, School of Public and Environmental Affairs, 1976.

Peterson, Florence. American labor unions. New York: Harper & Brothers Publishers, 1953.

Shaughnessy, Marlene. Information sources for New Jersey public sector collective bargaining, 3rd rev. ed. New Brunswick, N.J.: Rutgers University, 1976.

United States Department of Labor. Glossary of current industrial relations and wage terms, Bulletin No. 1438, Washington, D.C.: Bureau of Labor Statistics, May 1965.

University of the State of New York. State Education Department. A glossary of terms; collective negotiations in education, Albany, N.Y.: 1968.

ACRONYMS - ABBREVIATIONS

AAA	-	American Arbitration Association
AAHE	-	American Association for Higher Education
AAJC	-	American Association of Junior Colleges
AASA	-	American Association of School Administrators
AAUP	-	American Association of University Professors
ABA	-	American Bar Association
ACBIS	-	Academic Collective Bargaining Information Service
ACCF	-	Associated Community College Faculties
ACE	-	American Council on Education
ACRL	-	Association of College & Research Libraries
AFGE	-	American Federation of Government Employees
AFL	-	American Federation of Labor
AFL-CIO	-	American Federation of Labor - Congress of Industrial Organizations
AFSCME	-	American Federation of State, County and Municipal Employees
AFT	-	American Federation of Teachers
AHA	-	American Hospital Association
ALMA	-	Association of Labor Mediation Agencies
AMA	-	American Management Association
AUT	-	Association of University Teachers
BLS	-	Bureau of Labor Statistics
BNA	-	Bureau of National Affairs
BSEU	-	Building Service Employees Union
CAPE	-	Coalition of American Public Employees
CAUT	-	Canadian Association of University Teachers
CCHE	-	Carnegie Commission on Higher Education
CLC	-	Cost of Living Council
CPI	-	Consumer Price Index
CSC	-	Civil Service Commission
CSEA	-	Civil Service Employees Association
ECS	-	Education Commission of the States
EEOC	-	Equal Employment Opportunity Commission
ENS	-	Educators Negotiation Service
EOC	-	Equal Opportunity Commission
ERB	-	Employment Relations Board (Preceded by state's initials)
ERIC	-	Educational Resources Information Center
FEP	-	Fair Employment Practice
FLRC	-	Federal Labor Relations Council
FMCS	-	Federal Mediation and Conciliation Service
GAW	-	Guaranteed Annual Wage
GERR	-	Government Employee Relations Report (BNA)
GNP	-	Gross National Product

IBEW	-	International Brotherhood of Electrical Workers
IBTU	-	International Building Trades Unions
IBUE	-	International Brotherhood of University Employees
IUEW	-	International Union of Electrical, Radio and Machine Workers
IUOE	-	International Union of Operating Engineers
LA	-	Labor Arbitration and Dispute Settlements (BNA)
LAIRS	-	Labor Agreement Information Retrieval System (Civil Service Commission)
LIU	-	Laborers' International Union
LMRA	-	Labor Management Relations Act
LMRS	-	Labor Management Relations Service
LRB	-	Labor Relations Board
LRR	-	Labor Relations Reporter (BNA)
NAA	-	National Academy of Arbitrators
NACUA	-	National Association of College and University Attorneys
NACUBO	-	National Association of College and University Business Officers
NAGE	-	National Association of Government Employees
NCSCBHE	-	National Center for the Study of Collective Bargaining in Higher Education
NEA	-	National Education Association
NLRA	-	National Labor Relations Act
NLRB	-	National Labor Relations Board
NUHHCE	-	National Union of Hospital and Health Care Employees
NUSOG	-	National Union of Security Officers and Guards
NYSLRB	-	New York State Labor Relations Board
NYSUT	-	New York State United Teachers
OER	-	Office of Employee Relations
OFCC	-	Office of Federal Contract Compliance
OPEIU	-	Office and Professional Employees International Union
OSHA	-	Occupational Safety and Health Administration
PERB	-	Public Employment Relations Board
PERC	-	Public Employment Relations Commission
RDTEU	-	Research, Development and Technical Employees Union
SCMEU	-	State, County and Municipal Employees Union
SEIU	-	Service Employees International Union
SFLRP	-	Society of Federal Labor Relations Professionals
SPIDR	-	Society of Professionals in Dispute Resolution
UFCT	-	United Federation of College Teachers
UFT	-	United Federation of Teachers

NATIONAL CENTER FOR THE STUDY

OF

COLLECTIVE BARGAINING IN HIGHER EDUCATION

As an impartial, nonprofit educational institution, the National Center was founded to perform and stimulate research and collect and disseminate relevant knowledge on collective bargaining in higher education, so that participants in this growing field may better perform their functions. Activities are financed primarily from membership fees, foundation grants, and income from various Center activities and services.

MAJOR ACTIVITIES AND SERVICES

. Annual Conference in New York City, in which the state of the art is discussed by distinguished arbitrators, scholars, lawyers, and practitioners in this specialized field.

. Conference Proceedings. The papers of the Annual Conference are published for the benefit of members, participants, and other interested parties.

. Regional Workshops are held several times a year at various locations to give "hands-on" experience and practical and theoretical insights, through seminars, mock arbitrations, and mock collective bargaining sessions.

. Contract Library houses more than 300 college and university collective bargaining contracts, and important books and research reports on the subject.

. Contract Clause Retrieval. Do you want information on contract provisions covering Productivity? Workload? Arbitration? Unit Composition? Retrenchment? Union Security? Tenure? Merit Pay? You can obtain the text of pertinent clauses in these and all other areas from contracts in our library. Fee for service depends on whether a computer or a manual search is desired.

. Newsletter - 5 issues per year provide analysis of current trends and news developments.

. Annual Bibliography - a selective listing of literature in the field.

. Directory of Contracts and Bargaining Agents - lists institutions of higher education and the faculty organization either involved in collective bargaining or authorized to bargain.

A SUGGESTION - The expertise of the professional staff at the Center as well as facilities, materials, and reference service are available to all subscribers to the Center. We invite inquiries and requests for further information.

122

PUBLICATIONS, 1978

Individual Purchases

1. Proceedings - Sixth Annual Conference, April 1978 (forthcoming).....$ 8.00
   Fifth Annual Conference, April 1977..... 8.00
   Fourth Annual Conference, April 1976..... 7.00
   Third Annual Conference, April 1975..... 7.00
   Second Annual Conference, April 1974..... 5.00
   First Annual Conference, April 1973..... 5.00

2. Newsletter - Volume 6 - 1978 (5 issues).....$10.00
   Volume 5 - 1977 (5 issues)..... 10.00
   Volume 4 - 1976 (5 issues)..... 10.00
   Volume 3 - 1975 (5 issues)..... 10.00
   Volume 2 - 1974 (5 issues)..... 10.00
   Volume 1 - 1973 (2 issues)..... 4.00

3. Bibliography - Bibliography 6, April 1978.....$10.00
   Bibliography 5, April 1977..... 10.00
   Bibliography 4, April 1976..... 7.00
   Bibliography 3, April 1975 (out of print)
   Bibliography 2, April 1974..... 5.00
   Bibliography 1, April 1973 (our of print)

4. Bibliography - Other Than Faculty Personnel (after 1976 incorporated into Faculty Bibliography)
   Volume 2, 1975..... 5.00
   Volume 1, 1974..... 3.00

5. Directory - Of Contracts and Bargaining Agents in Institutions of Higher Education, February 1978..... 3.00

6. City University of New York - Index, Digest and Tables of Arbitration and Court Cases Arising Under Collective Agreements, Vol. 1, 1969-1974.....$25.00

Subscription Rate

The 1978 subscription rate to National Center publications (Jan. 1 - Dec. 31, 1978) is.....$25.00

Includes:

- Proceedings, Sixth Annual Conference, 1978
- Newsletter, Volume 6 - 1978
- Bibliography, Vol. 6, 1978
- Directory of Contracts and Bargaining Agents, February 1978.

MEMBERSHIP ENROLLMENT FORM

Please make check (membership fee $225) payable and mail to:

NCSCBHE-Baruch College
Box 322, 17 Lexington Avenue
New York, N.Y. 10010

Attn: Dr. Theodore H. Lang, Director

Name_____

Organization_____

_____

Address_____

_____

Zip Code_____

Telephone_____

/___/ Check enclosed for membership for period

_____

/___/ Please bill me for membership for period

_____

PUBLICATIONS ORDER FORM

National Center for the Study of
Collective Bargaining in Higher Education
Baruch College - CUNY
17 Lexington Avenue
New York, N.Y. 10010 (212-725-3390)

Publication Order - 1978

____subscription(s) for all 1978 publications @25.00
____copies 1978 Proceedings @8.00

____copies Bibliography 6, 1978 @10.00

____copies Newsletter, Vol. 6, 1978 @10.00

____copies Directory 1978 @3.00

Name_____

Address_____

_____Zip Code_____

/___/ CHECK ENCLOSED

/___/ BILL ME

Back-Issue Publications-1973-7

_____copies 1977 Proceedings @8.00

_____copies 1976 Proceedings @7.00

_____copies 1975 Proceedings @7.00

_____copies 1974 Proceedings @5.00

_____copies 1973 Proceedings @5.00

_____copies Bibliography 5 @10.00

_____copies Bibliography 4 @7.00

_____copies Bibliography 2 @5.00

_____copies Bibliography-Other Than Faculty, Vol.1, @3.00
____copies Vol. 2, @5.00

Newsletter @2.00 per issue
- Vol. 1-2 issues (1973)
- Vol. 2-5 issues (1974)
- Vol. 3-5 issues (1975)
- Vol. 4-5 issues (1976)
- Vol. 5-5 issues (1977)

____CUNY Index, Digest & Tables @25.00